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Salary Reports

Income Tax Notes

Association News — Communications

J. H. Stewart Reid Fellowship Fund
Fonds de Bourses Stewart Reid

VOLUME 15 NUMBER 3
TOME NUMÉRO

A PUBLICATION OF THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
PUBLIÉ PAR L'ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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EDITORIAL

This issue of the BULLETIN *again demonstrates the variety of activities in which the Association is involved. Some of these reflect long-standing concerns of C.A.U.T.; others are much more recent in origin. Together they characterize an Association in a process of evolution, part of today's rapidly changing Canadian university community.*

The publication of statistics on current faculty salaries has been for some time a regular BULLETIN *feature. This is made possible by the excellent co-operation of the Higher Education Section of D.B.S., and we again express our thanks to them. The statistics are valuable to both faculty and administrations, including those at the very few institutions which refuse to allow their salary data to be made public. Some gaps in the present report are the effect of such a refusal; others, however, are the result of tardiness in providing the information requested. Regardless of the cause, the effect is to make the report less than complete, and we regret this fact. It must nevertheless be said that the system of salary reporting has advanced steadily; it is important that it continue to do so.*

This issue includes a revised edition of the Federal Income Tax Notes prepared by Professor Kenneth Byrd. The occasion provides an opportunity to extend a public vote of thanks to Professor Byrd, who holds the distinction of being the C.A.U.T. Committee chairman with the longest period of continuous service — almost 14 years.

The activities of the Academic Freedom and Tenure Committee are partially reflected in the Committee's Statement on last year's unhappy events at the University of Alberta, Edmonton. Because (quite properly) much of its work takes place outside the glare of publicity, there may be a tendency to conclude that little work is done. Regrettably, this is not the case; and a row of files in the Ottawa office provides mute testimony to the continuing calls upon the services of this Committee.

Last fall's decision by the federal government to turn over to the provinces responsibility for the direct administration of operating grants to universities is already having its effects, both in the university

community as a whole and in the C.A.U.T. Recognizing that the new policy will inevitably mean that the universities are to be thrown into greater dependence upon the governments of the provinces, the C.A.U.T. prepared and distributed a statement on the desirability of establishing proper universities grants commissions at the provincial level. This statement is also published here.

Under the somewhat inelegant but nonetheless effective heading, "The brawl is just starting" a recent editorial in the Financial Post *underlines the fact that we are now entering the beginning of a difficult period of adjustment for universities and provincial governments. Because of the urgent need to work out in detail, and for Canada, the appropriate relationship between universities and governments, the C.A.U.T. is endeavouring to secure from foundations the necessary financial support for a comprehensive study of this complex issue by a commission having the appropriate stature. This decision is recorded in the Report of the Autumn Council Meeting.*

The Report also records a very regrettable "first": the disaffiliation from the Association of l'Association des Professeurs de l'Université Laval, and sketches briefly the background of this occurrence. Among the reasons for the Laval decision is a recognition of the very real need to provide support on a considerably augmented scale to the provincial association of staff associations.

If faculty members are to continue playing their proper role in the development of the Canadian university community, the requisite resources must be provided. Finances and personnel sufficient to meet growing needs must be developed and distributed among the three levels — local, provincial, and national, at which activities occur. Moreover, effective machinery must be established for the co-ordination of activities on these levels.

A living organism shows its vitality by its ability to adapt to changed conditions. The strength of the C.A.U.T. will be fully tested by the present challenges facing the Canadian university community.

THE AUTUMN COUNCIL MEETING

— A BRIEF REPORT —

Besides the regular autumn Council meeting briefly reported here, the Executive and Finance Committee of the Association met twice during this period, in October and again in December immediately prior to the Council meeting. Professor Gideon Rosenbluth, President of C.A.U.T., chaired all of the meetings. It is not possible to provide here a detailed account of the business done, but several important matters must be recorded and commented on.

1. New Affiliates

Three new affiliates were welcomed to the Association: l'Association des Professeurs de l'École de Médecine vétérinaire du Québec, the Association of the Teaching Staff of Trent University, and the Faculty Association of Simon Fraser University. They bring the total number of affiliated associations to forty-six. Two of them are among the youngest Canadian universities; all of them are growing institutions, whose development will bring fresh strength to the university community.

2. Ingraham Report on Pensions

The Council heard a report on the Ingraham study of pension plans, and approved a recommendation of the Executive and Finance Committee that, in response to a suggestion from the A.U.C.C., the co-sponsors of the study should establish a joint committee to study the Ingraham report and its recommendations. It is hoped that such a committee could submit its findings in time for discussion at the June meeting of Council. A review of the report will appear in the next issue of the *Bulletin*.

3. Report of the Committee on Membership Eligibility

Some of the most important decisions taken by Council had to do with the report of a special Committee on Membership Eligibility. This Committee, which was chaired by the Associate Executive Secretary, had made a very thorough study of the question of eligibility for C.A.U.T. membership, and its report and recommendations had in turn been carefully reviewed by the Executive and Finance Committee. In brief,

the committee had had two principal problems before it: whether eligibility for membership in C.A.U.T. should be extended to faculty associations at the varied institutions of post-secondary education — other than universities — that are now being established, and whether the conditions for memberships in the "Headquarters Association" should be relaxed somewhat.

As to the first of these, the Committee recommended extension of eligibility, on a basis that would provide for limited representation on Council of the faculty association in question and so ensure the preponderance of university representation. The Executive and Finance Committee recommended rejection of this proposal, arguing that the programmes and interests of the institutions concerned differ markedly from those of the universities; that as a result their inclusion would complicate greatly the work of C.A.U.T.; that their faculty members would, under the proposal, be given second-class status in C.A.U.T.; and that it would be highly desirable that they form their own organization, independent of C.A.U.T., and they should be encouraged and, wherever possible, assisted in doing so. The Council supported the rejection of the Committee's proposal.

As to the second, the Council approved, with some modification, most of the Committee's recommendations. Subject to the necessary constitutional changes being made, a new category of membership is established — Associate Membership — and eligibility to join it is extended to "academics engaged in full-time teaching or research in institutions of higher learning outside of Canada"; and to "former members of the Association who are engaged in full-time teaching or research at the university level in Canada and are not eligible for membership under any of the other provisions of the Constitution". The Council rejected a recommendation that eligibility for Associate Membership be extended to graduate students.

Finally, the Council approved a proposal that the term "Headquarters Association" be altered to "Members-at-large Association", on the ground that the former phrase is inappropriate, and likely to produce an impression of grossly inflationary tendencies in the central office staff.

4. Disaffiliation — l'Association des Professeurs de l'Université Laval

The Council was informed that the President of l'Association des Professeurs de l'Université Laval had formally notified the C.A.U.T.

President that the faculty association at Laval had withdrawn its affiliation with C.A.U.T. Professor Jacques St-Pierre, Past President of C.A.U.T., described the various consultations that had been carried on between the Executive and Finance Committee and the officers of the Laval association, in an effort to deal with the problems that had arisen. He explained that the latter had plans of considerable magnitude, and moreover were deeply concerned about the need of strengthening l'Association des Professeurs des Universités de Langue française du Québec. They felt they could not continue supporting C.A.U.T. on the present fee basis in view of these other needs; also, they felt that the structure of C.A.U.T. should be changed so as to make it more strictly a federation of associations.

5. Relations between C.A.U.T. and Regional or Provincial Organizations

A special 45-minute period was set aside at the Council meeting for a discussion of the relations between C.A.U.T. and the increasingly important regional and provincial groups of faculty associations. It was recognized that changes in both structural and financial arrangements may be desirable. The Executive and Finance Committee had established a sub-committee to study these possibilities and report at an early date.

After discussion which involved especially representatives from the associations in Quebec and Ontario, where special organizations of faculty associations are strong and active, the President commented that changes in the structure of C.A.U.T. may well be necessary. He went on to say that while suggestions for altering financial arrangements would be welcome, they should not be made without full consideration of their implications. It is a mistake to regard C.A.U.T. as a residual body which engages in those activities that local and regional organizations cannot carry on, unless the very great scope and weight of the "residual" activities and the smallness of the budget in relation to them are also recognized.

6. Report by Mr. Robin Ross

The Council heard a report by Mr. Robin Ross, Registrar of the University of Toronto, who is now on secondment to the Department of the Secretary of State and carrying much of the responsibility for effecting the implementation of the new federal-provincial fiscal arrangements concerning post-secondary education. Mr. Ross described these

arrangements and discussed some of the difficulties and uncertainties still to be cleared away before the arrangements can be put into effect.

7. *Proposal for a Study of Relations between Universities and Governments*

The Executive and Finance Committee, after careful discussion of the changing relations between universities and governments, and their extensive and vitally important implications, proposed that the Association should attempt to initiate a thorough study of the problems involved, comparable with the Duff/Berdahl study of university government. Such a project would involve inviting the co-sponsorship of the A.U.C.C. and the two student organizations (C.U.S. and U.G.E.Q.), obtaining a very substantial grant, and appointing a Commission of two or three outstanding persons to carry out the study. The Council approved the proposal and authorized the Executive and Finance Committee to proceed with it.

* * *

The last four of these items are of course related. One records the decision of the Laval association with very great regret. Quite apart from other considerations, persons who have been active in C.A.U.T. affairs through the years are well aware of the great contribution that our Laval colleagues have made to the leadership of the Association. They were among its founding fathers. From among them have come C.A.U.T. officers, including a President — Professor Emile Gosselin — committee members, writers, translators, and critics. At present a Laval professor — Fernand Grenier — is a member of the Committee on Academic Freedom and Tenure, and another — Laurie Gauvin — is our representative on the Executive of the International Association of University Professors and Lecturers, with which C.A.U.T. is affiliated.

The withdrawal is in itself a serious matter. It has, however, wide implications which demand most careful thought. The enormous growth of universities, which is necessarily having to the publicly financed, is leading to increasingly close scrutiny of the universities and their programmes by governments. The recent change in federal-provincial fiscal arrangements decidedly places the universities more directly in dependence on the provincial governments than ever before. It follows that the emergence and strengthening of provincial organizations of faculty associations is more important than ever; and to do this will

cost money. On the other hand, to do this at the cost of reducing support for the national association will not only mean the loss of functions carried on by that association which are demonstrably valuable to all, and are more efficiently and economically carried on because they are centralized; but it will also contribute to the fragmentation of the Canadian university community at a time when mutual support in a variety of common causes is at least as vitally important as it ever was.

As always, the acid test is the test of money. The C.A.U.T. fee is fourteen dollars per annum. Local faculty associations have additional fees, which vary widely in amount, running high enough to bring the total of the two fees in some universities to about forty dollars. To establish provincial organizations on a basis of efficiency which would relieve their present officers of the absurdly heavy burdens that they carry might well add fifteen dollars to that total. Listening to sample comments, one gets the impression that a proposal to do this would call forth howls of professorial rage. Yet on the basis of information received so far university faculty members in Canada received a weighted average salary increase this year of about $863. I do not suggest that all of this was due to the work of faculty associations or the C.A.U.T. I do suggest that some of it was. And I do suggest that in terms of university government, fringe benefit programmes and the assurance of fair treatment where academic freedom and tenure are in question, Canadian faculty members are better off than they have ever been — and that this fact is unquestionably attributable to the strength of their faculty organizations. I decline to press further here the implications of the present situation; but we have got to recognize what is at stake.

J. P. S.

PRELIMINARY REPORT OF THE SALARY COMMITTEE FOR 1966 - 67

This report was prepared for the December Council meeting in Montreal. The results are preliminary since not all of the universities have reported the current year's salaries to the Dominion Bureau of Statistics. Only those institutions for which current data is available are listed in the tables. A more complete analysis will be published in a future issue of the *Bulletin.*

I would like to thank Mr. Ralph Mitchener, Chief of the Higher Education Section, Dominion Bureau of Statistics, who was forwarding data to me right up to publication time.

This report deals with four questions:

1. What were the salary increases in the past year and how do they compare with the gains a year earlier?
2. How did the size of staff at various universities grow, both in total and by rank?
3. How do salary levels stand today in terms of averages?
4. Have salary increases kept pace with the growth of compensation to university professors in the United States?

SALARY INCREASES THIS YEAR AND LAST YEAR

Increases in average salaries by rank within each university for which data is available are shown in Table 1. The universities are listed alphabetically by province. Taking the overall average, two-thirds of the schools experienced larger absolute and percentage increases this year than a year earlier. Eight universities increased their average by over $1000. which in each case meant a gain of 10 percent or better. These universities are: St. Francis Xavier; McGill; McMaster; Queen's; Royal Military College; Toronto; Windsor and United College. In nineteen cases the overall average rose between $500 and $1000 while five had gains of less than $500. In one university, Brock, the overall average actually fell. This appears to have resulted from the substantial increases in the proportion of Brock's staff in the lower staff ranks (see below).

Looking at the salary increases within individual ranks, as might be expected, the largest increases were at the full professor level followed by smaller average increases moving down the scale. For example, in 17 universities full professors increased their averages in excess of $1000. Associate professors showed gains greater than $1000 in 11 universities while for assistant professors and lecturers, increases of over $1000 took place in 6 and 2 schools respectively.

A more meanful approach to salaries by rank would be to examine current differentials and changes over time. This will be done in the final report which will appear in a later issue of the *Bulletin*.

INCREASE IN NUMBER OF PERSONS ON STAFF

The increase in total staff in each university this year and last year is shown in Table 2, while Table 3 presents the number of persons by rank at each university. These tables are included because a change in the rank composition of staff will affect the overall average salary.

The growth in the total number of staff in universities was much greater this year than last year. Over half the universities for which comparable data were available experienced larger numerical and percentage increases in faculty. The University of Toronto expanded its staff the most — by 160 persons (a 15 percent increase) while eleven other universities added 50 or more persons. In percentage terms Brock more than doubled in size while Lakehead almost doubled.

In what ranks did the increases occur? This can be seen in Table 3 where numbers of faculty in each rank are shown for a three-year period. Unfortunately we do not have separate figures for new hirings — the data combine both promotions and new hirings. Moreover, there is some margin for error since methods for classifying faculty are not necessarily standardized in the various institutions and religious staff are excluded in some cases.

In order to analyse the staff changes, both the numerical and percentage increases by rank have to be examined along with changes in the staff structure. This will be done in the final report.

AVERAGE SALARIES FOR THIS YEAR (1966-67)

Average salaries by rank by university are presented in Table 4. Three universities had overall averages exceeding $12,000. — University

of Toronto, University of Alberta, and Queen's University. Nine schools averaged $11,000. to $11,999. while twelve were between $10,000. and $10,999. A further eleven were below $10,000. The lowest averages were recorded at the following: St. Paul's College, ($8,505); St. John's College, ($9,141); Laurentian ($9,148); United College, ($9,177); St. Dunstan's, ($9,185); Waterloo Lutheran, ($9,203).

The highest averages within each rank were as follows:

Full professors	$17,600	University of Toronto
Associate professors	13,300	University of Alberta
Assistant professors	10,000	Queen's; R.M.C.; Toronto, Windsor, U.B.C.
Lecturer	8,400	University of Victoria

COMPARISON OF SALARY INCREASES WITH THOSE IN THE UNITED STATES

In the C.A.U.T./A.C.P.U. *Bulletin* of February 1966, Professor Rosenbluth reported that between 1959/60 and 1964/65 average annual increases in salaries of university teachers were well below that in the United States (p. 38).

Between 1964/65 and 1965/66 the percentage increase in Canada was the same as in the United States (see Table 5 below). It is estimated that this year the Canadian percentage gain will exceed the increase in the United States. However, if we take the past five years our overall gain is still less than that of our colleagues to the South. If Canadian salaries were lower than American in 1961/62, then the gap is even wider today.

Noah M. Meltz,
Chairman,
Salary Committee

TABLE 1: INCREASE IN AVERAGE SALARIES

Institution	Full Professors			Assoc. Profs.	Ass't Profs.	Rank immediately below Ass't	Next lower rank	Overall Increase since last year	
	Others Dept.	Full Profs. Heads	All Full Profs.					Actual	%
N.S. Tech.	1636	—	1717	982	1060	869	—	[e]	[e]
St. Francis X.	—	—	3040	2356	826	615	—	1085	12.7
St. Mary's	—	—	—	1388	1130	527	—	665	7.4
U. New Brunswick	1597	1300	1308	965	862	912	714	881	9.5
Bishop's	—	—	1056	679	414	216	—	252	2.6
Loyola	1990	2564	2407	1324	537	443	136	683	7.8
McGill	1602	1254	1332	1222	813	1520	—	1180	11.2
Sir Geo. Wms.	—	923	1316	1222	971	268	395	886	9.6
Brock	892	—	725	394	567	633	—	- 391	- 3.9
Carleton	—	—	1306	800	733	434	—	880	8.9
Guelph	1749	1192	1476	831	604	798	488	446	4.2
Lakehead	—	—	—	1305	925	348	—	276	3.0
Laurentian	—	—	1550	35	270	- 61	259	727	8.6
McMaster	1408	1375	1346	991	768	358	1338	1180	11.1
Ottawa	509	1090	889	702	410	382	—	572	5.8
Queen's	1805	1653	1570	1583	1103	715	—	1297	11.9
R.M.C.	1112	754	881	698	869	919	—	1139	10.7
Toronto	1709	1366	1444	1097	1001	852	551	1134	9.8
Trent	—	—	—	—	230	—	598	526	5.4
Waterloo	1830	1157	1307	555	454	185	—	848	8.6
Waterloo Luth.	746	—	727	237	128	184	60	321	3.6
Western [f]	2103	1286	1468	783	695	675	- 152	765	7.3
Windsor	614	879	709	1207	945	512	—	1026	10.2
York	1465	944	874	1336	1108	690	—	443	4.5
Brandon	—	—	1400	571	503	221	—	849	9.2
Manitoba	1247	1331	1212	812	654	397	—	685	6.5
St. John's	—	—	—	667	691	533	—	546	6.4
St. Paul's	—	—	—	—	850	348	—	940 [e]	12.4
United	—	—	2125	1867	1634	666	—	1247	15.7
Alberta	2213	1324	1577	948	452	220	—	695	5.9
Calgary	2283	2604	2305	907	425	—	357	725	6.8
U.B.C.	1318	991	1108	720	716	525	214	938	8.7
Victoria	1098	690	815	1102	1063	1055	705	899	9.7

[e] Over-all average is not shown because 1966-67 figures include Deans, excluded previously.

[f] Omits Althouse College in 1966-67.

TABLE 2: INCREASE IN STAFF: 1966/67 — 1965/66

	1965-66		1966-67	
	No.	%	No.	%
N. S. Tech.	2	4	8	20
St. Francis X.	26	37	1	1
St. Mary's	10	18	5	10
U. New Brunswick	46	22	27	15
Bishop's	11	22	8	20
Loyola	28	24	27	29
McGill	54	7	73	10
Sir Geo. Wms.	50	33	33	28
Brock	32	128		
Carleton	29	16	41	28
Guelph	111	35	29	10
Lakehead	42	98	12	39
Laurentian	34	65	6	13
McMaster	36	13	63	28
Ottawa	56	19	42	17
Queen's	46	12	42	12
R.M.C.	—1	—1	2	3
Toronto	160	15	100	11
Trent	12	31		
Waterloo	67	23	82	38
Waterloo Luth.	9	10	21	31
Western	34	7	110	29
Windsor	29	17	13	8
York	71	51	65	87
Brandon	8	15	5	11
Manitoba	95	20	48	11
St. John's	1	5	0	0
St. Paul's	—1	—5	7	131
United	7	11	15	29
Alberta	115	17	101	13
Calgary	80	38		
U.B.C.	56	5	101	11
Victoria	57	31	24	15

TABLE 3: NUMBER ON STAFF IN VARIOUS RANKS: 1966/67 — 1965/66 — 1964/65

	Full Professors																										
	Dept. Heads			Other Full Professors			All Full Professors			Associate Professors			Assistant Professors			Rank immediately below Ass't			Next Lower Rank			Others [o]			TOTAL [c]		
Memorial	—	11	7	—	8	10	—	19	17	—	25	25	—	66	50	—	40	5	—	17	25	—	—	—	—	167	122
St. Dunstan's	2	—	—	—	—	—	2	—	—	2	—	—	12	—	—	2	—	—	2	—	—	—	—	—	20	—	—
Acadia	—	11	—	—	13	—	—	24	—	—	24	—	—	31	—	—	6	—	—	—	—	—	—	—	—	85	—
Dalhousie	—	19	23	—	37	25	—	56	48	—	44	36	—	97	79	—	21	18	—	2	—	—	—	—	—	220	181
N.S. Tech.	5	7	5	4	2	1	9	9	6	13	9	7	21	21	24	8	10	4	—	—	—	—	—	—	51	49	41
St. Francis X.	—	—	6*	—	9	2	11	9	8*	22	20	21	30	19	17	33	22	23	—	—	—	—	—	—	96	70	69
St. Mary's	—	—	—	—	2	2	—	2	2	26	25	24	28	23	13	10	6	12	2	—	—	—	—	—	66	56	51
Mt. Allison	—	16	17	—	3	3	—	19	20	—	10	10	—	33	26	—	23	30	—	8	2	—	2	—	—	95	88
U. New Brunswick	16	19	15	27	16	20	43	35	35	67	61	49	83	68	63	49	40	32	13	5	2	—	—	1	255	209	182
Bishop's	9	11	8	1	1	2	10	12	10	6	5	8	29	16	9	15	16	14	—	—	—	—	—	—	60	49	41
Laval	—	—	—	—	—	—	—	126	114	—	98	85	—	178	118	—	154	96	—	8	—	—	7	—	—	571	413
Loyola	6	4	5	5	5	2	11	9	7	31	24	18	58	46	36	34	28	24	13	10	4	—	2	3	147	119	92
McGill	67	61	58	113	89	88	180	150	146	233	219	206	275	266	224	134	143	128	—	—	—	17	7	8	839	785	712
Montréal	—	29	27	—	38	34	—	67	31	—	99	83	—	147	117	—	93	86	—	44	31	—	11	9	—	461	357
Sherbrooke	—	—	1	—	—	—	—	—	1	—	17	8	—	52	66	—	28	40	—	21	11	—	—	—	—	118	126
Sir Geo. Wms.	11	—	12	4	13	1	15	13	13	39	29	19	114	87	64	19	14	16	11	10	6	5	—	2	203	153	120
Brock	6	4	—	3	—	—	9	4	—	8	8	—	15	4	—	25	6	—	—	2	—	—	1	—	57	25	—
Carleton	—	—	—	—	—	—	36	29	19	53	47	45	103	84	56	20	26	24	3	—	—	—	—	1	215	186	145
Guelph	38	31	24	49	47	45	87	78	69	126	100	90	132	101	98	67	25	20	17	14	12	—	—	—	429	318	289
Lakehead	4	1	1	2	1	1	6	2	2	13	10	7	36	19*	8	20	11	14	10	1	—	—	—	—	85	43	31
Laurentian	9	—	2	1	—	—	10	4	2	11	6	4	39	17	22	21	18	15	5	7	3	—	—	—	86	52	46
	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5

[A] includes Clinical Medical Staff
[B] excludes Clinical Medical Staff

[o] includes visiting staff
[c] excludes Deans
* includes one Dean

TABLE 3: NUMBER ON STAFF IN VARIOUS RANKS: 1966/67 — 1965/66 — 1964/65

	Full Professors																											
	Dept. Heads			Other Full Professors			All Full Professors			Associate Professors			Assistant Professors			Rank immediately below Ass't			Next Lower Rank			Others [a]			TOTAL [c]		
McMaster	19	17	15	58	46	34	77	63	49	81	71	60	127	107	78	29	36	27	8	9	9	—	—	—	322	286	223
Ottawa	34	25	24	29	26	18	63	51	42	84	78	64	118	90	66	80	70	75	—	—	—	—	—	—	345	289	247
Queen's	40	45	34	64	54	49	104	99	83	104	91	86	178	150	122	40	37	43	1	10	11	6	—	—	433	387	345
R.M.C.	5	4	3	13	12	8	18	16	11	16	16	19	13	15	13	27	28	30	—	—	—	—	—	—	74	75	73
Toronto	71	61	53	276	240	206	347	301	259	338	278	239	303	269	243	151	135	146	54	51	51	16	15	11	1209	1049	949
Trent	6	—	—	1	2	—	7	2	—	12	11	—	24	19	—	8	6	—	—	—	—	—	1	—	51	39	—
Waterloo	17	13	13	45	29	20	62	42	33	101	75	56	141	123	89	60	57	37	—	—	—	—	—	—	364	297	215
Waterloo Luth.	10	7	8	—	2	3	10	9	11	28	23	17	29	28	19	24	21	20	5	5	—	2	3	1	98	89	68
Western	40	49	37	83	75	51	123	124	88	126	116	87	177	155	131	69	62	48	32	36	29	—	—	—	527	493	383
Windsor	12	7	7	13	6	4	25	13	11	57	59	50	83	69	60	33	30	33	—	—	—	2	—	4	200	171	158
York	11	15	11	13	8	2	24	23	13	36	28	11	70	44	26	64	41	24	11	1	1	6	3	—	211	140	75
Brandon	7	—	6	—	—	—	7	4	6	16	15	12	30	23	20	7	10	9	—	—	—	—	—	—	60	52	47
Manitoba	48	45	48	49	38	25	97	83	73	149	127	130	217	178	141	106	86	82	—	—	—	—	—	—	569	474	426
St. John's	—	—	—	1	—	—	1	—	—	3	4	3	9	11	9	6	3	6	—	1	—	1	—	1	20	19	19
St. Paul's	—	—	1	—	—	—	1	1	1	2	2	2	6	6	7	10	9	3	—	2	—	—	—	—	19	20	13
United	7	7	7	1	1	1	8	8	8	7	9	9	29	18	15	27	30	19	2	1	—	—	—	—	73	66	51
Saskatchewan [b]	—	[A]55	[A]—	—	49	—	—	104	92	—	151	135	—	205	168	—	55	49	—	103	87	—	—	1	—	[A]618	532
	—	[B]42	[B]—	—	46	—	—	88	76	—	142	127	—	192	158	—	49	36	—	102	87	—	—	1	—	[B]573	485
Alberta	58	59	63	95	72	66	153	131	129	288	267	316	297	257	315	38	28	29	9	2	10	25	10	5	810	695	804
Calgary	15	13	—	10	5	—	25	18	—	90	64	—	158	118	—	2	4	—	15	6	—	—	—	—	290	210	—
U.B.C.	66	62	53	169	141	123	235	203	176	289	257	240	405	390	336	75	101	97	107	104	105	—	—	—	1111	1055	954
Simon Fraser	13	—	—	8	—	—	21	—	—	28	—	—	128	—	—	70	—	—	—	—	—	5	—	—	252	—	—
Victoria	12	11	11	7	3	3	19	14	14	53	45	41	87	67	52	49	26	31	34	30	17	—	3	6	242	185	161
	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5	66-7	65-6	64-5

TABLE 4: AVERAGE SALARIES (in $000) [a]

Institution	Full Professors			Assoc. Profs.	Ass't Profs.	Rank Immediately below Ass't	Next lower rank	Overall Average	Number on Staff
	Dept. Heads	Other Full Profs.	All Full Profs.						
St. Dunstan's	—	—	—	—	8.9	—	—	9.2 [c]	20
N.S. Tech.	14.6	14.1	14.5	11.3	9.5	7.6	—	10.7	51
St. Francis X.	—	—	15.0	12.1	8.7	6.9	—	9.6	96 [b]
St. Mary's	—	—	—	11.7	8.8	6.7	—	9.6	
U. New Brunswick	14.8	13.9	14.3	11.0	8.8	7.4	6.4	10.2	255
Bishop's	—	—	14.5	11.4	8.7	7.6	—	10.0	60
Laval									
Loyola	16.9	16.0	16.5	11.7	9.0	7.4	5.2	9.5	147
McGill	17.6	15.8	16.4	12.7	9.5	7.6	—	11.7	839
Sir Geo. Wms.	15.3	14.8	15.2	11.8	9.4	7.7	6.8	10.1	203
Brock	14.7	14.2	14.5	12.1	9.3	7.5	—	9.7 [c]	57
Carleton	—	—	14.9	11.8	9.3	7.7	6.8	10.7	
Guelph	16.3	14.8	15.5	12.3	9.5	7.4	6.4	11.2	429

[a] Salaries have been rounded to the nearest $100.

[b] Includes Deans, except where otherwise noted.

[c] Excludes Deans, includes others and visiting staff.

TABLE 4: AVERAGE SALARIES (in $000) [a]

Institution	Full Professors			Assoc. Profs.	Ass't Profs.	Rank immediately below Ass't	Next lower rank	Overall Average	Number on Staff
	Dept. Heads	Other Full Profs.	All Full Profs.						
Lakehead	—	—	14.2	11.6	9.4	7.3	5.9	9.5	85
Laurentian	—	—	14.1	10.8	8.6	7.2	6.1	9.1	86
McMaster	17.8	16.1	16.5	12.1	9.5	7.7	6.4	11.8	322
Ottawa	15.5	13.8	14.8	11.4	9.0	7.2	—	10.5	345
Queen's	18.2	16.0	16.8	12.6	10.0	7.8	—	12.2	433
R. M. C.	16.6	15.2	15.6	12.3	10.0	8.3	—	11.8	74
Toronto	20.6	16.8	17.6	12.5	10.0	8.1	6.2	12.7	1209
Trent	—	—	14.7	11.8	9.1	7.3	—	10.3	51
Waterloo	16.8	15.1	15.6	11.4	9.3	7.1	—	10.7	364
Waterloo Luth.	14.3	—	14.3	10.2	8.2	6.9	5.5	9.2	98
Western	17.0	15.0	15.7	11.7	9.4	8.0	6.9	11.3	527
Windsor	15.2	14.7	14.9	12.5	10.0	8.1	—	11.1	200
York	16.7	14.6	15.6	12.7	9.5	7.8	6.4	10.3	211
Brandon	13.7	—	13.7	11.0	9.0	7.2	—	10.1	60
Manitoba	17.1	15.6	16.3	12.4	9.6	7.6	—	11.3	569
St. John's	—	—	—	10.7	8.6	7.0	—	9.1	20
St. Paul's	—	—	—	—	9.1	7.2	—	8.5 [c]	19
United	—	—	15.0	11.7	9.0	7.0	—	9.2	73
Alberta	18.4	16.3	17.1	13.3	9.9	7.4	6.5	12.5	
Calgary	17.4	16.8	17.1	12.9	9.7	—	7.4	11.4	290
U. B. C.	18.2	15.9	16.5	12.4	10.0	8.2	7.5	11.8	
Simon Fraser	17.7	14.4	16.4	12.1	9.5	7.7	—	10.0	
Victoria	16.4	15.2	16.0	12.1	9.7	8.4	7.0	10.2	242

TABLE 5: ANNUAL % INCREASES IN SALARIES: CANADA AND U.S.A. [1]

	1965-6 — 1966-7	1964-5 — 1965-6	1963-4 — 1964-5	1962-3 — 1963-4	1961-2 — 1962-3	1961-2 — 1966-7
CANADA	12.0	6.0	6.2	2.3	2.9	33.0
U.S.A.	7.3	6.0	5.0	5.8	6.5	34.7

[1] *D. B. S. Salaries and Qualifications of Teachers in Universities and Colleges,* Ottawa, Queen's Printer, 1965. Table 4.

A. A. U. P. Bulletin, Vol. 52, Summer, 1966, Table 1, p. 141. The figure for Canada for 1966-67 is an estimate based on 12 of the 17 institutions used in the D. B. S. series.

CORRECTION

In the statement by the Executive Secretary originally presented at the North Hatley Conference on the Future of C.A.U.T. *and printed in the December issue of the* Bulletin *(p. 10), the Executive Director of the Association of Universities and Colleges of Canada is quoted as saying, "We (A.U.C.C.)* are *the universities." Mr. Andrew, the Executive Director, has asked for clarification of what he believes to be a misunderstanding.*

Whatever was said grew out of a friendly informal discussion about the range of interest of the A.U.C.C. Mr. Andrew is of the opinion that he would not claim the A.U.C.C. to be the exclusive voice of the universities, because he does not believe it. C.A.U.T., C.U.S., U.G.E.Q. are all authentic voices of the university community. All he was concerned to record was that the A.U.C.C. is an association of universities with university wide interests. The only reason for asking clarification is to make clear the desire of the A.U.C.C. to continue to co-operate with other voices, when mutually convenient, in the studies of research, teaching or administrative problems of higher education.

We are pleased to print this clarification.

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966 - 67

For severals years the Dominion Bureau of Statistics has collected data on salaries of university teachers for several organizations, and for its own needs. One of the organizations served has been the Canadian Association of University Teachers. Since 1964-65 D.B.S. has printed the information for the C.A.U.T. so that it could be supplied to university administrations, as well as to C.A.U.T. staff associations, as soon as it became available.

The great majority of the institutions included in this report have, or soon will have, C.A.U.T. local associations. Data for each institution were entered as soon as calculations made from the initial returns has been checked and approved by the institutions submitting them. There has been no ranking of institutions.

It is expected that an analysis of these data will be published in the C.A.U.T./A.C.P.U. *Bulletin*. Data for 1965-66 appeared in the February, 1966 issue of the *Bulletin*.

Five figures are given for each academic rank in the following order:

— *Number* of staff;

— *Floor* of official salary scale;

— *10th percentile* (or 1st decile — 10 per cent of salaries are at or lower than this figure) — not calculated if less than 10 in the category;

— *Average* (arithmetic mean) salary — not shown if 1 or 2 persons in the category;

— *90th percentile* (or 9th decile — 10 per cent of salaries are at or higher than this figure) — not calculated if less than 10 in the category.

Both the 10th and 90th percentiles were calculated from ungrouped data.

Data for deans are given only in the overall averages, where so indicated.

The interpretation of the symbols used is as follows:

.. not calculated, or not available

— none

The institutions included are listed in the following order:

Page 21 :
- University of Alberta, Edmonton
- Bishop's University
- Brandon College
- University of British Columbia
- Brock University

Page 22 :
- University of Calgary
- Carleton University
- University of Guelph
- Lakehead University

Page 23 :
- Laurentian University of Sudbury
- Loyola College
- The University of Manitoba
- McGill University
- McMaster University

Page 24 :
- University of New Brunswick
- Nova Scotia Technical College
- University of Ottawa
- Prince of Wales College

Page 25 :
- Queen's University
- Royal Military College of Canada
- St. Dunstan's University
- St. Francis Xavier University
- St. John's College

Page 26 :
- St. Mary's University
- St. Paul's College (Manitoba)
- Simon Fraser University
- Sir George Williams University

Page 27 :
- University of Toronto
- Trent University
- United College
- University of Victoria
- University of Waterloo

Page 28 :
- Waterloo Lutheran University
- University of Western Ontario
- University of Windsor
- York University

Page 29 :
- Dalhousie University
- Mount Allison University
- Memorial U. of Newfoundland
- Université de Moncton

Page 30 :
- University of Saskatchewan

Prepared by:

Higher Education Section
Dominion Bureau of Statistics
Ottawa, Canada. January 1967.

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
University of Alberta, Edmonton :						*Lecturer*	*Instructor*			
Number in rank	58	95	153	288	297	38	9	25		
Floor	15,725	15,225	15,225	11,475	8,325	6,125				
10th percentile	16,385	15,225	15,225	11,475	8,650	6,500	. .	7,800		
Average	18,406	16,324	17,114	13,334	9,942	7,426	6,483	10,826	12,497	
90th percentile	20,225	17,850	19,650	15,125	11,175	8,225	. .	15,563		
Bishop's University :						*Lecturer*				
Number in rank	9	1	10	6	29	15	—	—		
Floor		13,200	13,200	10,200	8,000	7,300	—	—		
10th percentile	. .	. .	13,300	. .	8,000	7,375	—	—		
Average	. .	. .	14,544	11,379	8,686	7,610	—	—	10,006	
90th percentile	. .	. .	15,540	. .	9,330	7,850	—	—		
Brandon College :						*Lecturer*				
Number in rank	7	—	7	16	30	7	—	—		
Floor		13,000	13,000	10,500	8,000	6,500	—	—		
10th percentile	. .	—	. .	10,500	8,100	. .	—	—		
Average	13,700	—	13,700	11,044	9,020	7,171	—	—	10,091	
90th percentile	. .	—	. .	12,200	10,000	. .	—	—		
University of British Columbia :						*Instr. II & Lectur's*	*Instr. I*			
Number in rank	66	169	235	289	405	75	107	—		
Floor		14,000	14,000	11,000	9,000	7,000	none	—		
10th percentile	15,200	14,000	14,000	11,000	9,000	7,000	5,500	—	11,779	
Average	18,171	15,878	16,522	12,420	10,031	8,218	7,484	—		
90th percentile	21,000	18,000	19,600	13,900	11,300	9,600	10,000	—		
Brock University :						*Lecturer*				
Number in rank	6	3	9	8	15	25	—	—		
Floor	14,000	14,000	14,000	11,000	8,000	7,000	—	—		
10th percentile	. .	. .	. .	. .	8,000	7,000	—	—		
Average	14,667	14,167	14,500	12,138	9,280	7,516	—	—		9,732
90th percentile	. .	. .	. .	. .	10,650	8,300	—	—		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
University of Calgary :						*Lecturer*	*Instructor*			
Number in rank	15	10	25	90	158	2	15	—		
Floor		15,225	15,225	11,475	8,325	6,125		—		
10th percentile	15,725	. .	15,538	11,475	8,575	. .	6,300	—		
Average	17,360	16,804	17,138	12,935	9,716	. .	7,365	—	11,352	
90th percentile	19,725	. .	19,725	14,725	10,988	. .	8,500	—		
Carleton University :						*Lecturer*	*Instructor*			
Number in rank			36	53	103	20	3	—		
Floor			13,800	10,500	8,300	none		—		
10th percentile			13,800	10,500	8,330	6,900	. .	—		
Average			14,872	11,715	9,260	7,715	6,800	—	10,748	
90th percentile			16,500	13,170	10,100	8,200	. .	—		
University of Guelph :						*Lecturer*	*Instructor*			
Number in rank	38	49	87	126	132	67	17	—		
Floor	15,000	13,500	13,500	11,000	8,500	7,000	6,000	—		
10th percentile	15,000	13,500	14,156	11,000	8,500	7,000	6,000	—		
Average	16,314	14,798	15,461	12,319	9,456	7,398	6,417	—	11,157	
90th percentile	17,500	15,545	17,000	13,225	10,376	8,000	6,930	—		
Lakehead University :						*Lecturer*	*Instructor & Teaching Assistant*			
Number in rank	4	2	6	13	36	20	10	—		
Floor		14,000	14,000	10,800	8,600	6,900		—		
10th percentile	. .	. .	. .	10,800	8,600	6,900	4,500	—		
Average	. .	. .	14,200	11,635	9,401	7,330	5,860	—	9,484	
90th percentile	. .	. .	. .	12,740	10,540	8,200	6,900	—		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
Laurentian University of Sudbury :						*Lecturer*	*Instructor*			
Number in rank	9	1	10	11	39	21	5	—		
Floor	13,500	13,000	13,000	10,000	8,000	6,700		—		
10th percentile	. .	. .	13,500	10,000	8,000	6,700	. .	—		
Average	. .	. .	14,050	10,818	8,614	7,217	6,080	—	9,148	
90th percentile	. .	. .	15,000	12,000	9,230	7,600	. .	—		
Loyola College :						*Lecturer*	*Instructor*			
Number in rank	6	5	11	31	58	34	13	—		
Floor		13,780	13,780	10,390	8,270	6,680		—		
10th percentile	. .	. .	13,867	10,401	8,294	6,824	5,000	—		
Average	16,928	15,964	16,490	11,688	8,999	7,421	5,184	—	9,485	
90th percentile	. .	. .	18,954	14,487	9,770	7,920	6,473	—		
The University of Manitoba :						*Lecturer*				
Number in rank	48	49	97	149	217	106	—	—		
Floor		14,500	14,500	11,000	8,500		—	—		
10th percentile	14,840	14,500	14,500	11,000	8,700	6,800	—	—		
Average	17,108	15,560	16,326	12,423	9,579	7,561	—	—	11,250	
90th percentile	20,000	17,050	18,500	14,000	10,500	8,400	—	—		
McGill University :						*Lecturers*				
Number in rank	67	113	180	233	275	134	—	17		
Floor	14,000	14,000	14,000	11,000	8,300	6,800	—			
10th percentile	15,140	14,000	14,000	11,000	8,300	6,800	—	7,700		
Average	17,604	15,762	16,448	12,656	9,493	7,637	—	10,741	11,702	
90th percentile	21,000	18,000	20,000	14,385	11,000	8,160	—	13,120		
McMaster University :						*Lecturer*	*Instructor*			
Number in rank	19	58	77	81	127	29	8			
Floor	14,300	14,000	14,000	10,750	8,000	6,000	none	—		
10th percentile	14,300	14,000	14,000	10,973	8,500	6,500	. .	—		
Average	17,755	16,099	16,508	12,100	9,520	7,721	6,394	—	11,781	
90th percentile	20,300	18,226	20,000	13,539	10,500	8,819	. .	—		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source :* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
University of New Brunswick :						*Lecturer*	*Instructor*			
Number in rank	16	27	43	67	83	49	13	—		
Floor		13,000	13,000	10,000	8,000	6,000		—		
10th percentile	14,000	13,000	13,000	10,000	8,000	6,500	5,000	—		
Average	14,844	13,944	14,279	11,003	8,831	7,394	6,354	—	10,163	
90th percentile	16,150	15,500	15,500	12,150	10,000	8,500	8,550	—		
Nova Scotia Technical College :						*Lecturer*				
Number in rank	5	4	9	13	21	8	—	—		
Floor	11,500	11,500	11,500	10,000	8,000	6,000	—	—		
10th percentile	. .	. .	. .	10,075	8,525	. .	—	—		
Average	14,600	14,050	14,467	11,288	9,536	7,594	—	—	10,672	
90th percentile	. .	. .	. .	12,600	10,475	. .	—	—		
University of Ottawa :						*Lecturer*				
Number in rank	34	29	63	84	118	80	—	—		
Floor		12,500	12,500	10,000	7,600	6,000	—	—		
10th percentile	12,700	12,500	12,500	10,000	7,800	6,400	—	—		
Average	15,537	13,828	14,750	11,413	9,023	7,201	—	—	10,455	
90th percentile	19,360	15,930	17,500	13,000	10,500	8,000	—	—		
Prince of Wales College 4 :						*Lecturer*	*Instructor*			
Number in rank	—	—	—	7	7	17	8	—		
Floor 4			11,0004	9,0004	7,5004	6,0004		—		
10th percentile 4				. .	. .	6,0004	. .	—		
Average 4				9,3294	8,2864	6,3234	4,6884	—		6.8784
90th percentile 4				. .	. .	7,5004	. .	—		

4 Figures are based on floors specified. The floors were subsequently raised as follows : full professors : $12,500; associate professors : $10,500; assistant professors : $8,500; lecturers : $6,500.

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source :* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
Queen's University						*Lecturer*	*Instructor*			
Number in rank	40	64	104	104	178	40	1	6		
Floor		14,000	14,000	10,500	8,200	none	none			
10th percentile	15,400	14,080	14,400	10,800	8,500	6,300	. .	. .		
Average	18,164	15,984	16,823	12,601	9,957	7,838	. .	11,075	12,188	
90th percentile	21,500	18,000	20,060	15,300	11,760	12,000	. .	. .		
Royal Military College :						*Lecturer*				
Number in rank	5	13	18	16	13	27	—	—		
Floor	14,500	14,000	14,000	10,800	8,400	5,700				
10th percentile	. .	14,000	14,000	10,950	9,030	7,455	—	—		
Average	16,550	15,192	15,569	12,257	10,038	8,344	—	—	11,831	
90th percentile	. .	17,550	18,100	13,710	10,815	9,150	—	—		
St. Dunstan's University :						*Instructor*	*Lecturer*			
Number in rank	2	—	2	2	12	2	2	—		
Floor		12,200	12,200	10,000	8,000	7,200	not fixed	—		
10th percentile	. .	—	. .	. .	7,760	. .	. .	—		
Average	. .	—	. .	. .	8,888	. .	. .	—		9,185
90th percentile	. .	—	. .	. .	9,860	. .	. .	—		
St. Francis Xavier University :						*Lecturer*				
Number in rank			11	22	30	33	—	—		
Floor			14,0501	11,3501	9,0001	6,0002	—	—		
10th percentile			14,075	10,790	7,800	6,200	—	—		
Average			15,023	12,134	8,737	6,876	—	—	9,596	
90th percentile			15,730	12,900	9,800	7,570	—	—		
St. John's College :						*Lecturer*				
Number in rank	—	1	1	3	9	6	—	1		
Floor	14,500	13,500	13,500	10,500	8,000	6,500				
10th percentile	—	. .	. .	. .	. .	. .	—	. .		
Average	—	. .	. .	10,667	8,600	7,033	—	. .	9,141	
90th percentile	—	. .	. .	. .	. .	. .	—	. .		

1 Minimum for 12 month contract. Some staff are paid on a 9-month contract.
2 For 9-month contract.

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
St. Mary's University:						*Lecturer*	*Instructor*			
Number in rank	—	—	—	26	28	10	2	—		
Floor		13,000	13,000	10,500	8,000	none		—		
10th percentile				10,500	8,000	6,000	. .	—		
Average				11,712	8,843	6,660	. .	—	9,618	
90th percentile				13,080	9,600	7,500	. .	—		
St. Paul's College (Man.):						*Lecturer*				
Number in rank	—	1	1	2	6	10	—	—		
Floor		13,500	13,500	10,500	8,000	6,500				
10th percentile	—	. .	. .	. .	. .	6,500	—	—		
Average	—	. .	. .	. .	9,050	7,170	—	—		8,505
90th percentile	—	. .	. .	. .	. .	8,000	—	—		
Simon Fraser University:										
Number in rank	13	8	21	28	128	70	—	5		
Floor		14,000	14,000	11,000	9,000	7,000	—			
10th percentile	15,750	. .	14,000	10,400	9,000	7,000	—	. .		
Average	17,731	14,362	16,448	12,113	9,527	7,749	—	10,692	9,960	
90th percentile	18,000	. .	18,000	13,520	10,500	9,000	—	. .		
Sir George Williams University:						*Lecturer*	*Sessional Lecturer*			
Number in rank	11	4	15	39	114	19	11	5		
Floor	14,300	14,300	14,300	11,000	8,500	6,800	6,600			
10th percentile	14,300	. .	14,300	11,000	8,500	6,980	6,600	. .		
Average	15,336	14,800	15,193	11,846	9,429	7,711	6,755	9,600	10,148	
90th percentile	16,100	. .	16,100	13,000	10,500	8,455	7,450	. .		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
University of Toronto :						*Lecturer*	*Instructor*			
Number in rank	71	276	347	338	303	151	54	16		
Floor	14,000	14,000	14,000	10,500	8,500	7,000	no scale			
10th percentile	17,000	14,200	14,200	10,800	8,800	7,000	4,800	9,200		
Average	20,620	16,815	17,594	12,453	10,048	8,116	6,176	12,472	12,672	
90th percentile	24,400	19,500	21,000	14,200	11,500	9,500	7,500	17,000		
Trent University :										
Number in rank	6	1	7	12	24	8	—	—		
Floor		14,000	14,000	10,500	8,250	none	—	—		
10th percentile	. .	. .	. .	10,500	8,325	. .	—	—		
Average	. .	. .	14,725	11,795	9,125	7,306	—	—	10,313	
90th percentile	. .	. .	. .	13,500	10,050	. .	—	—		
United College :						*Lecturer*	*Instructor*			
Number in rank	7	1	8	7	29	27	2	—		
Floor	14,500	14,500	14,500	11,000	8,500	none		—		
10th percentile	. .	. .	. .	. .	8,500	6,000	. .	—		
Average	. .	. .	15,000	11,700	9,028	6,956	. .	—	9,177	
90th percentile	. .	. .	. .	. .	9,710	8,000	. .	—		
University of Victoria :						*Instr. II*	*Lectur's & Instr. I*			
Number in rank	12	7	19	53	87	49	34	—		
Floor	14,000	14,000	14,000	11,000	9,000	7,000	6,000	—		
10th percentile	15,100	. .	14,000	11,000	9,000	7,090	6,000	—		
Average	16,425	15,157	15,958	12,062	9,697	8,367	7,035	—	10,179	
90th percentile	17,940	. .	17,730	13,140	10,500	9,880	8,800	—		
University of Waterloo :						*Lecturer*				
Number in rank	17	45	62	101	141	60	—	—		
Floor	14,100	13,500	13,500	10,000	7,800	6,200	—	—		
10th percentile	14,920	13,500	13,500	10,110	8,400	6,200	—	—		
Average	16,776	15,129	15,581	11,428	9,273	7,149	—	—	10,714	
90th percentile	18,950	17,500	18,000	13,000	10,200	8,200	—	—		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)

(*Source :* From data supplied to the Dominion Bureau of Statistics by the institutions listed in November 1966)

Institution	Full professors			Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Overall average	
	Department heads, etc. who are full professors (1)	Other full professors (2)	All full professors (total of 1 & 2) (3)	(4)	(5)	(6)	(7)	(8)	Including deans (9)	Excluding deans (10)
Waterloo Lutheran University :						*Lecturer*	*Instructor*			
Number in rank	10	—	10	28	29	24	5	2		
Floor		12,650	12,650	9,500	7,500	6.000	none			
10th percentile	13,450	—	13,450	9,700	7,680	6,000	. .	. .		
Average	14,310	—	14,310	10,207	8,210	6,889	5,500	. .	9,203	
90th percentile	15,750	—	15,750	10,750	9,300	7,750	. .	. .		
University of Western Ontario 3 :						*Lecturer*	*Instructor*			
Number in rank	40	83	123	126	177	69	32	—		
Floor	13,500	13,500	13,500	10,500	8,500	7.000	6.000	—		
10th percentile	14,500	13,500	13,500	10,500	8,500	7,000	6,000	—		
Average	17,036	15,013	15,671	11,654	9,420	8,049	6,888	—	11,289	
90th percentile	19,500	16,750	18,000	13,000	10,500	9,500	8,920	—		
University of Windsor :						*Lecturer*				
Number in rank	12	13	25	57	83	33	—	2		
Floor		14.250	14,250	11,000	8,500	6,750	—			
10th percentile	14,250	14,250	14,250	11.240	8,930	7,060	—	. .		
Average	15,171	14,696	14,924	12,471	9,964	8,082	—	. .	11,130	
90th percentile	17,640	15,480	16,300	13,930	10,750	8,935	—	. .		
York University :						*Lecturer*	*Instructor*			
Number in rank	11	13	24	36	70	64	11	6		
Floor		14,000	14,000	10,500	8,500	6,000				
10th percentile	14,600	14,060	14,200	10,800	8,500	7,000	4,910	. .		
Average	16,745	14,631	15,600	12,654	9,510	7,805	6.355	10,300	10,333	
90th percentile	19,530	15,000	18,000	14,500	10,500	8,600	11,500	. .		

3 Excludes Althouse College of Education which was included for 1965-66.

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(Salaries paid to religious staff on a scale less than that applying to lay staff are omitted)
(*Source:* From data supplied to the Dominion Bureau of Statistics by the institutions listed in Dec. 1966 and Jan. 1967)

Institution	Full professors								Overall average	
	Department heads, etc. who are full professors	Other full professors	All full professors (total of 1 & 2)	Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Including deans	Excluding deans
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Dalhousie University:						*Lecturers*	*Lecturers*			
Number in rank			55	52	118	31	1	—		
Floor			13,000	10,500	8,000					
10th percentile			13,000	10,500	8,000	5,820	. .	—		
Average			15,145	11,672	9,607	7,405	. .	—	11,088	
90th percentile			18,000	14,400	12,500	9,900	. .	—		
Mount Allison University:						*Lecturers*				
Number in rank	15	5	20	14	36	26	—	—		
Floor	none	none	none	none	none	none	—	—		
10th percentile	12,250	. .	12,300	9,880	8,260	6,000	—	—		
Average	12,913	12,560	12,825	10,670	9,081	7,183	—	—	9,615	
90th percentile	13,400	. .	13,400	11,680	9,900	8,320	—	—		
Memorial U. of Newfoundland:						*Lecturers*				
Number in rank	14	6	20	41	78	53	—	—		
Floor			12,500	10,500	8,500		—	—		
10th percentile	12,500	. .	12,500	10,500	8,500	6,000	—	—		
Average	14,250	12,833	13,825	11,160	9,142	7,166	—	—	9,638	
90th percentile	16,000	. .	16,000	12,225	9,840	8,000	—	—		
Université de Moncton:						*Chargés d'enseignement*	*Instructeurs*			
Number in rank	4	1	5	8	18	15	2	—		
Floor	12,000	12,000	12,000	9,500	7,500	6,000	5,000	—		
10th percentile	. .	. .	. .	. .	7,500	6,000	. .	—		
Average	. .	. .	12,000	9,688	8,206	6,360	. .	—	8,454	
90th percentile	. .	. .	. .	. .	9,100	7,000	. .	—		

SALARIES OF FULL-TIME LAY TEACHING STAFF AT CANADIAN UNIVERSITIES AND COLLEGES, 1966-67

(*Source :* From data supplied to the Dominion Bureau of Statistics by the institutions listed in January 1967)

Institution	Full professors								Overall average	
	Department heads, etc. who are full professors	Other full professors	All full professors (total of 1 & 2)	Associate professors	Assistant professors	The rank immediately below assistant professor	The rank immediately below the preceding	Others (including visiting staff)	Including deans	Excluding deans
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
University of Saskatchewan:										
a) *Including clinical medical staff*						*Lecturers*	*Instructors*			
Number in rank	57	59	116	197	260	58	77	—		
Floor	15,000	15,000	15,000	11,500	8,200	6,500	6,000	—		
10th percentile	15,000	15,000	15,000	11,500	8,800	7,500	6,740	—		
Average	18,797	16,365	17,427	13,202	10,282	9,097	7,298	—	11,971	
90th percentile	28,300	17,530	23,700	14,530	11,100	14,500	8,000	—		
b) *Excluding clinical medical staff*										
Number in rank	45	56	101	188	245	50	76	—		
Floor	15,000	15,000	15,000	11,500	8,200	6,500	6,000	—		
10th percentile	15,000	15,000	15,000	11,500	8,700	7,500	6,720	—		
Average	16,103	16,716	16,005	12,913	9,829	8,058	7,276	—	11,374	
90th percentile	18,013	16,665	17,455	14,000	11,100	8,800	8,000	—		

UNIVERSITIES SALARIES IN 1966-67

(from *DBS Daily Bulletin* for February 3, 1967)

Median salaries of full-time lay teaching staff at a group of selected universities and colleges in 1966-67 increased at a greater rate from 1965-66 than for the previous few years. The group of 17 institutions, surveyed annually by the Dominion Bureau of Statistics since 1937-38, was increased to 19 for 1966-67 with the University of Calgary and the Ontario Institute for Studies in Education being established separately from the Universities of Alberta and Toronto respectively.

The 1966-67 median for deans was $20,107 (up 8.4% over 1965-66 and 15.8% over 1964-65), for professors $16,201 (8.1% and 14.4%), for associate professors $12,345 (8.0% and 16.1%), for assistant professors $9,629 (7.5% and 14.8%), and for lecturers and instructors $7,604 (6.2% and 12.7%). For all full-time teaching staff at the 19 institutions, including a small group of ungraded professors, the 1966-67 median was $11,175, up 9.0% over 1965-66, 15.6% over 1964-65, and 22.8% over 1963-64.

The median salary for all staff included from institutions in Central Canada was $11,419 (up 11.0% from 1965-66 and 14.7% from 1964-65), in the Western Provinces $11,219 (6.0% and 14.9%), and in the Atlantic Provinces $9,844 (10.6% and 16.9%). While percentage increases for the Atlantic Provinces kept pace with other regions, they did not appreciably close the gaps that have existed for many years. These gaps were particularly large among the senior academic ranks.

Total full-time teaching staff at 18 of the 19 institutions (excluding one university which employed both lay and religious staff) increased 13.8% from 1965-66 to 1966-67 and 28.4% from 1964-65 to 1966-67.

Median Salaries [1] of Full-Time Teaching Staffs [2] at 19 Universities and Colleges [3], by Rank and Region, 1966-67

Rank	Region				Total Staff Members
	Atlantic Provinces	Central Canada	Western Provinces	Total	
	$	$	$	$	No.
Deans	16,375	20,500	20,393	20,107	144
Professors	14,229	16,373	16,323	16,201	1,701
Associate Professors	10,984	12,217	12,726	12,345	2,133
Assistant Professors	9,027	9,546	9,834	9,629	2,775
Instructors and Lecturers	7,152	7,694	7,633	7,604	1,249
All ranks [4]	9,844	11,419	11,219	11,175	8,066[4]
Percentage increase in median for all ranks :					
1965-66 to 1966-67 ....%	10.6	11.0	6.0	9.0	. .
1964-65 to 1966-67 ....%	16.9	14.7	14.9	15.6	. .
1963-64 to 1966-67 ....%	24.3	20.8	24.0	22.8	. .

[1] Medians calculated from salary intervals of $500.

[2] Religious staff paid on a scale less than that for lay staff are excluded.

[3] Institutions included : **Atlantic Provinces** : Acadia, Dalhousie, St. Francis Xavier, Mount Allison, New Brunswick; **Central Canada** : Bishop's, McGill, Queen's, Toronto, Ontario Institute for Studies in Education (included in Toronto prior to 1966-67), Trinity, Victoria, McMaster, Western Ontario; **Western Provinces** : Manitoba, Saskatchewan, Alberta, Calgary (included in Alberta prior to 1966-67), British Columbia.

[4] Includes 64 ungraded professors not distributed above.

Because this information was not available to D.B.S. for publication, we are printing the following information on current salary scales at Acadia University at the request of the Faculty Association of Acadia University.

Minimum Salaries, 1966-67

Lecturer	$ 6,250
Ass't Prof.	$ 7,500
Assoc. Prof.	$ 9,750
Full Prof. (and Dep't Head)	$12,000

A. F. & T. COMMITTEE STATEMENT ON WILLIAMSON-MURRAY CASE

In March 1966 the Academic Freedom and Tenure Committee of the Canadian Association of University Teachers was asked by Professor Colwyn Williamson and Professor David Murray of the Department of Philosophy at the University of Alberta, Edmonton, to inquire into their dispute with the University. Baldly stated, the facts of the dispute were these: Professor Murray was approaching the end of his fifth year and Professor Williamson the end of his fourth year at the University. The normal probationary period there being four years, a decision whether to grant tenure to the two candidates was necessary (indeed, in the one case was overdue). A committee was named to consider both candidates. It met in the latter part of December, and decided to recommend that both appointments be terminated August 31, 1966. The decision was conveyed to Professors Murray and Williamson at the beginning of January. Both candidates appealed to the Academic Welfare Committee of the Association of the Academic Staff of the University of Alberta, which after investigation, recommended that the tenure committee be reconvened with some change of its membership. The administration agreed to reconvene the Committee, but without changing its composition. The Committee met three times in January, considered statements by the two candidates as well as some additional material, and reaffirmed its earlier decision. The Academic Welfare Committee then recommended that the two candidates be offered extensions of their appointments to August 31, 1967. On February 23 the University made such an offer to each candidate, leaving it open until June 1.

The Academic Freedom and Tenure Committee requested and received accounts and documentation in connection with the dispute from Professors Williamson and Murray, from President Johns (and during the period of President Johns' illness, from Vice-President Wyman), and from the officers of the Staff Association; in addition, some individual faculty members volunteered statements. The Committee decided not to visit the University or carry out a more formal investigation. It has therefore not investigated the files of the University or heard the various faculty members. It has agreed on the following statement, the substance of which was sent early in December,

in confidence, to the principal parties to the dispute. Because of the great concern that the dispute aroused at the University of Alberta and elsewhere, and because of the importance of the principles involved, the Committee decided that the statement should be made available to all C.A.U.T. members.

It should be made clear to readers of the statement that in looking into a dispute such as the one in question, the Committee is not acting in the role of an impartial adjudicator. It acts in response to an appeal from C.A.U.T. members, and its intention is to act on their behalf and in the interests of the C.A.U.T. However, in order to do so, it must satisfy itself that their case warrants such action. This means that it must (a) make a sufficient informal investigation to enable it to decide whether the dispute has a basis in fact, and in this investigation the Committee attempts to be scrupulously fair to all concerned; (b) attempt to ensure that if in its opinion an injustice has been done, an appropriate effort to mitigate it is made; (c) initiate, if no such effort is made, a formal attempt to deal with the case. Such an attempt might, for example, mean the establishment of a special Committee of Enquiry which would conduct hearings, receive evidence from all parties to the dispute, and in short serve as an impartial tribunal. In the present case, the Committee felt that any injustice that might have been done had been sufficiently mitigated, and that to proceed to a formal enquiry would not be in the interest of any of the parties or of the university community as a whole.

In the Committee's view, further controversy over the specific case can also do no good to anyone. On the other hand, the principles involved — of the nature of probationary appointments and the means of protecting them, and of the basis of tenure and the procedures invoked in granting it — are enormously important. The Committee would welcome discussion of them, but suggests that it may most usefully be carried on in relation to the draft statement on Academic Appointments and Tenure which was recently sent to all faculty associations for study.

STATEMENT

Professor Williamson made five principal complaints. First, that in violation of procedures set out in the Staff Handbook, he was given no prior indication of any insufficiencies in his work. Similarly he was given no intimation of the possibility that he would be denied tenure and, indeed, received assurances to the contrary. Second, although the composition of his Tenure Committee was compatible with the purely

legal regulations, it was, in the ordinary sense, rigged, by the exclusion from the Committee of two colleagues who he had been previously assured would be included. Third, false evidence concerning his teaching and technical competence was presented to the Tenure Committee. Fourth, the administration ignored a recommendation from the Staff Association that when a second Tenure Committee was convened, an additional member of the Philosophy Department should be present and that the Head of the Department should absent himself. Fifth, seriously contradictory accounts of the criteria employed by the Tenure Committee were presented by the chairman of the Committee and by the Head of the Department, showing (a) that Professor Williamson was misinformed as to the relevant criteria, and (b) that there was a certain arbitrariness in the criteria employed, such that they changed significantly from the first to the second meeting.

After a full but informal inquiry into these complaints, the Academic Freedom and Tenure Committee is satisfied that, having regard to the fact that Professor Williamson and Professor Murray were offered terminal appointments in the Philosophy Department for the academic year 1966-67, following a recommendation to that effect by the Staff Association, no more just or practical remedy could result from a more formal inquiry into the alleged mishandling of the consideration of these two appointments. The Committee desires, however, to make quite clear the grounds upon which it reached this conclusion.

In the most unfortunate publicity that has been given this matter it has frequently been said that Professor Williamson and Professor Murray were "dismissed", or, to use a more descriptive term, they were "fired". The Committee considers this view a wrong one, both legally and administratively. In the absence of clearly established custom or express agreement, the C.A.U.T. could not ask Canadian universities to regard persons holding probationary appointments for a stated period as holding any security of appointment whatever after the end of the period. The purpose of a probationary appointment is to enable the university to decide whether it wants to offer an appointment with tenure to the candidate after it has had a reasonable opportunity to see him in action and assess his strengths and weaknesses — his suitability for permanent appointment. If for any honest reasons the university decides not to employ the candidate it is so entitled and no one should infer that the candidate has been dismissed. He simply has not been hired.

The Committee is satisfied that the substantial ground for the University of Alberta's refusal of tenure to Professor Williamson and Professor Murray was the belief, honestly held, that both men would bring a "disruptive influence" to bear in the administration of the Department of Philosophy. The Committee holds no opinion about the nature of the influence, disruptive or otherwise, good or bad, that Professor Williamson and Professor Murray might in fact have. They might have, in the long run, a highly desirable influence on the Department. It is the University's choice, not this Committee's, which of a variety of courses the University should follow when it sees what "disruptive influences" expose.

The Committee found no evidence to justify the view that Professor Williamson or Professor Murray could reasonably have been refused tenure on grounds of academic competence. Indeed, the material provided to this Committee in its informal inquiry clearly points the other way, and any responsible person asserting academic incompetence surely bears a heavy burden of proof. Although the grounds of academic competence appear to have been considered initially, the Committee does not believe that they were seriously entertained by the University after the first Tenure Committee report was questioned.

It is the opinion of this Committee that a faculty member who is denied tenure should be given, if he asks for it, a clear and unequivocal statement in writing, signed by the President, of the grounds on which it is denied. To the best of the Committee's knowledge, Professors Williamson and Murray were not given such a statement.

Whether the Tenure Committee was "rigged", as Professor Williamson puts it, and whether, as a result, the Tenure Committee gave bad advice to the University, seems to the Committee to depend largely on the interpretation put on the facts; and while the facts are not seriously disputed, the possible interpretations vary considerably. It is true, the Committee thinks, that two faculty members whom Professor Williamson expected to be on his Committee were excluded, but whether there was bad faith exercised in their exclusion is difficult to decide on the available evidence. Having in mind, however, that at the second meeting of the Tenure Committee any material biases of its members were probably fully apparent and could be allowed for, the Committee thinks that the majority of the Tenure Committee could quite honestly have reached the conclusion they did. The University did not want to dismiss the first Committee; but considering the dissatisfaction with

this Committee that was expressed by the Academic Welfare Committee of the Staff Association, fairness to the university community generally, and to Professors Williamson and Murray particularly, would require the appointment of an entirely new Committee as the most desirable course.

This Committee should not be understood to condone arbitrary or irrational grounds for decision by a Tenure Committee. Any Tenure Committee must be fairly selected and is under a clear duty to act responsibly, in good faith, in the interests of the university. The purpose of a Tenure Committee's consideration is to ensure that the university reaches the wisest decision. The purpose is not to determine a candidate's "rights", since there is no previous commitment to the candidate unless it is in fact given in the particular case. The "packing" of such a Committee would be, therefore, an injury to the university. It is of course clear that the distortion of honest procedure may lead to acute disappointment in the candidate.

If a candidate were denied tenure after a meeting of a Committee at which bad faith was evident, either in its selection or in its conduct, and the complaint were made in time, this Committee might insist by way of remedy that a proper meeting be held. But attitudes in this case had (in the opinion of the Committee) become so fixed by the time this Committee's aid was invoked that a different result could hardly be expected from any Tenure Committee except one that was "rigged" in favour of Professors Williamson and Murray. Apart from a proper Tenure Committee meeting, this Committee could only insist that Professors Williamson and Murray be given a reasonable length of time in the employ of the University thereafter to enable them to look about for other posts. This Committee considers that the reasonable length of time could not be less than one year in this case. Since Professor Williamson and Professor Murray were offered appointments for a further year, this remedy has been awarded to them. No other protection seems to arise from a probationary appointment. While there may be extreme cases where the Committee might suggest some more far-reaching remedy — where it might insist that justice demanded an appointment with tenure — as a general rule, and in this case, a year's appointment is a sufficient rectification of any injustice.

The Committee on Academic Freedom and Tenure was not primarily concerned to judge the fairness or sufficiency of the tenure procedures at the University of Alberta, but it has noted that the Staff Association

has itself undertaken a review of the procedures as a result of the Williamson and Murray disputes. The status of the revised procedures should be clear and precise. The ambiguous status of some of the interim statements on tenure appointments in the Staff Handbook at the University of Alberta, upon which Professor Williamson may have been relying in his first complaint, makes application of the procedures so uncertain that they fail to serve their purpose of protecting faculty members.

The Committee hopes that the publication of this statement will promote a better understanding of the issues and the practical justice of the conclusion in this case. The Committee also hopes that the publication of the revised procedures at the University of Alberta will prevent the occurrence of similar cases.

January 1967

Mary McIlwraith Brian (Sir George Williams)
H. M. Good (Queen's)
Fernand Grenier (Laval)
B. L. Hijmans (Manitoba)
Howard McCurdy (Windsor)
J. B. Milner (Toronto), Chairman
André Morel (Montréal)
John Norris (U.B.C.)
L. M. Read (Carleton)
J. Percy Smith (Executive Secretary)

DÉCLARATION DU COMITÉ DE LA LIBERTÉ UNIVERSITAIRE ET DE LA PERMANENCE DE L'EMPLOI : AFFAIRE WILLIAMSON-MURRAY

En mars mille neuf cent soixante-six, les professeurs Colwyn Williamson et David Murray du *Department of Philosophy* de l'*University of Alberta* (Edmonton), contestant la décision de l'Université, sollicitent l'intervention du **comité** de la liberté universitaire et de la permanence de l'emploi de l'Association canadienne des professeurs d'université. Le différend, assez mal exposé, est le suivant : le professeur Murray

achève sa cinquième année à l'Université tandis que le professeur Williamson termine sa quatrième année. L'Université doit se prononcer : accorder ou non la permanence à ces deux candidats. Dans le cas du professeur Murray, la décision est plus qu'urgente. L'Université nomme un comité pour évaluer les deux candidats. Le comité se réunit à la fin de décembre et recommande la terminaison de l'engagement des deux professeurs le trente et un août mille neuf cent soixante-six. Au début de janvier, les professeurs Murray et Williamson sont informés de cette décision. Les deux candidats en appellent à l'*Academic Welfare Committee* de l'*Association of the Academic Staff of the University of Alberta*. Après l'étude des griefs, l'*Academic Welfare Committee* réclame une nouvelle convocation du comité de la permanence qui serait remanié dans sa composition. L'administration consent à réunir le comité mais se refuse à remplacer certains membres. Trois rencontres du comité en janvier : il étudie les déclarations des deux professeurs, il examine quelques témoignages supplémentaires. Le comité maintient sa décision. L'*Academic Welfare Committee* revendique alors la prolongation de l'engagement des deux professeurs jusqu'au trente et un août mille neuf cent soixante-sept. Le vingt-trois février, l'Université soumet cette offre aux deux candidats et exige une réponse avant le premier juin.

Le **comité** de la liberté universitaire et de la permanence de l'emploi constitue le dossier : il obtient des comptes rendus et des documents pertinents des professeurs Williamson et Murray, du recteur Johns (du vice-recteur, pendant la maladie de ce dernier) et des membres élus de l'association des professeurs. S'ajoutent également les témoignages volontaires de quelques professeurs. Le **comité** n'estime pas nécessaire de se rendre à l'Université ou de mener une enquête officielle. Le **comité** ne juge pas opportun d'étudier les dossiers de l'Université ou d'entendre la déposition d'un certain nombre de professeurs. L'opinion unanime des membres du **comité** s'exprime dans la déclaration ci-après. Au début de décembre, l'essentiel de cette déclaration fut adressé aux principales parties en cause. Le **comité** communique maintenant cette déclaration à tous les membres de l'A.C.P.U., vu l'intérêt considérable de cette affaire à l'*University of Alberta* et ailleurs, vu la gravité des principes en cause.

Le **comité**, lorsqu'il s'interpose d'une manière non officielle dans un différend comme celui-ci, n'est pas un arbitre impartial: son intervention donne suite à la demande des membres de l'A.C.P.U.; lorsqu'il agit, c'est

en leur nom et demeurant fidèle aux objectifs de l'A.C.P.U. Le **comité** s'assure toutefois, avant de s'interposer, que son intervention est justifiée.

Le **comité** doit alors:

a) procéder à un premier examen des griefs pour établir le bien-fondé de la plainte et tâcher, en toute conscience, d'être juste envers tous ceux qui sont impliqués;

b) s'efforcer, où une injustice est commise, de recourir à des moyens adéquats pour atténuer ses effets;

c) plutôt que de réclamer ces moyens d'atténuer les effets d'une injustice, le comité peut prendre des mesures officielles.

Ces mesures officielles sont par exemple la mise sur pied d'un comité spécial d'enquête chargé de diriger l'audience, de recueillir les témoignages des parties: en quelque sorte, ce comité joue le rôle d'un tribunal impartial. Dans le cas que nous vous soumettons, le **comité** est d'avis que les mesures adoptées pour réparer l'injustice semblent équitables. Le **comité** ne croit pas que la tenue d'une enquête officielle serait à l'avantage des parties en cause ou de l'ensemble de la communauté universitaire.

Le **comité** estime futile de continuer le débat de cette affaire. Il soutient néanmoins que les principes impliqués sont d'une importance majeure: ceux qui concernent la nature et la sauvegarde des conditions de l'engagement à terme; ceux qui sont reliés à l'engagement à titre permanent et aux dispositions en vigueur pour juger des candidats à la permanence. Le **comité** admet la discussion de ces principes: il propose l'étude en regard de la déclaration qui fut adressée récemment aux associations locales des professeurs. Cette déclaration s'intitule: *exposé de principes régissant les nominations à terme et les nominations à titre permanent des professeurs.*

DÉCLARATION

Les professeurs Colwyn Williamson et David Murray, du *Department of Philosophy* de l'*University of Alberta,* protestent contre la décision de l'Université de leur refuser la permanence à l'issue de la période d'engagement à terme. Ils ont saisi de leur différend le **comité** de la liberté universitaire et de la permanence de l'emploi de l'Association canadienne des professeurs d'université.

Cinq griefs majeurs constituent la plainte déposée par le professeur Williamson:

1) le professeur Williamson n'a jamais été informé au préalable de manquements aux obligations de sa charge; ceci, à l'encontre d'un règlement publié dans le *Staff Handbook*. Également aucun indice n'indiquait que la permanence lui serait refusée. Des témoignages l'incitaient à croire le contraire;

2) la composition du comité de la permanence s'accordait avec les normes strictement légales. Toutefois, le comité était noyauté d'une certaine façon par l'exclusion de deux collègues dont il avait reçu l'assurance qu'ils y siégeraient;

3) le comité de la permanence a eu à juger les aptitudes pédagogiques et professionnelles sur des preuves erronées;

4) l'administration a rejeté une recommandation de l'association des professeurs qui réclamait l'institution d'un second comité de la permanence auquel serait nommé un membre supplémentaire du *Department of Philosophy* et duquel serait exclu le directeur du département;

5) le rapport du président du comité de la permanence, sur les critères arrêtés par le comité, s'est avéré profondément incompatible avec un rapport du directeur du département sur ces mêmes critères. Cette contradiction dénote:

   a) que le professeur Williamson a été mal informé des critères d'appréciation;

   b) que les critères d'appréciation étaient arbitraires au point qu'ils ont été modifiés substantiellement entre la première et la deuxième rencontre du comité.

Le **comité** de la liberté universitaire et de la permanence de l'emploi a procédé, d'une manière non officielle, à l'étude complète de ces griefs. Le **comité** a tenu compte de l'offre de l'Université de prolonger l'engagement des professeurs Williamson et Murray au *Department of Philosophy* jusqu'à la fin de l'année universitaire 1966-1967. Cette proposition de l'Université donne suite à une recommandation de l'association des professeurs. Le **comité** de la liberté universitaire et de la permanence de l'emploi est convaincu qu'aucune autre solution juste et pratique ne peut être appliquée même si par une enquête davantage officielle on avait à reconsidérer les conditions d'engagement de ces deux professeurs. Le **comité** désire toutefois justifier sa décision.

La réclame assez regrettable qui circula à propos de cette affaire a laissé entendre trop souvent que les professeurs Williamson et Murray étaient destitués, et pour employer une expression imagée, ils étaient mis à la porte. Que ce soit sous l'angle légal ou administratif, le **comité** considère comme erronée cette façon d'envisager la question. Puisque aucune coutume ou convention explicite n'est reconnue, l'A.C.P.U. ne peut demander aux universités du Canada d'assurer une certaine stabilité de l'emploi au-delà de la durée limitée d'un engagement à terme. La raison d'un engagement à terme est de permettre à l'université d'accorder ou non à un candidat la permanence de l'emploi. Durant cette période, l'université est en mesure de juger le candidat sur la valeur de son travail, ses qualités, ses faiblesses et de décider, s'il convient, de lui accorder la permanence. Que l'université estime juste de refuser la permanence à un professeur engagé à terme, personne ne doit en conclure qu'il est destitué. C'est qu'il n'est tout simplement pas engagé.

Le **comité** accepte comme suffisante la raison essentielle invoquée par l'Université pour ne pas consentir aux professeurs Williamson et Murray un engagement à titre permanent. L'Université croit, en toute sincérité, que ces deux professeurs exerceraient une influence subversive au sein de l'administration du *Department of Philosophy*. Le **comité** ne s'est pas fait d'opinion quant à la nature réelle de l'influence des professeurs Williamson et Murray. Est-elle destructrice ou autre, bonne ou mauvaise ? Peut-être avec le temps, leur influence serait très souhaitable pour le département. Il ne revient pas au **comité** mais à l'Université de déterminer sa ligne de conduite lorsqu'elle s'expose à subir les effets d'influences subversives.

Selon les circonstances portées à l'attention du **comité**, la preuve de l'incapacité professionnelle des professeurs Williamson et Murray n'a pu être établie pour justifier le refus de la permanence. A vrai dire, les renseignements soumis au **comité** lors de son enquête privée ont nettement prouvé le contraire. Et toute personne digne de foi, témoignant des aptitudes professionnelles doit étayer sa preuve de faits indubitables et convaincants. Cette question de qualités professionnelles semble avoir été considérée au tout début. Le **comité** ne croit toutefois pas que l'Université ait invoqué sérieusement ce motif après la discussion suscité par le premier rapport du comité de la permanence de l'Université.

Le **comité** maintient qu'un professeur à qui l'on refuse la permanence a le droit d'obtenir, s'il le demande, un rapport précis et détaillé des raisons du refus. Ce rapport écrit doit être signé par le recteur. Le

comité a cru comprendre que les professeurs Williamson et Murray n'ont pas reçu un tel rapport.

Que le comité de la permanence ait été noyauté comme l'affirme le professeur Williamson, que le comité de la permanence ait induit l'Université en erreur, ceci apparaît au **comité** comme relevant surtout de l'interprétation des faits. D'ailleurs ces faits n'ont guère été contestés, mais la gamme des interprétations possibles est très étendue. Le **comité** ne peut préciser à la lumière des seuls faits connus si l'absence de deux collègues qui, selon le professeur Williamson, devaient siéger au comité est un signe de duplicité. Du reste il ne faut pas oublier qu'à la deuxième rencontre du comité de la permanence les membres étaient sûrement prévenus contre tout moyen détourné de faire valoir des préjugés. Le **comité** est d'avis que la majorité des membres du comité de la permanence se sont prononcés de bonne foi sur la question lors de la deuxième réunion. L'Université n'avait pas l'intention de dissoudre le comité de la permanence. Consciente du mécontentement exprimé par l'*Academic Welfare Committee* de l'association des professeurs et dans un désir de justice pour l'ensemble de la communauté universitaire, en particulier pour les professeurs Williamson et Murray, l'Université aurait dû choisir la mesure la plus adéquate et s'aviser de nommer un tout nouveau comité.

Le **comité** ne cherche pas d'excuses aux décisions arbitraires et absurdes d'un comité de la permanence. Tout comité de la permanence doit être constitué avec impartialité et agir de bonne foi avec un sens précis du devoir et pour l'intérêt de l'université. Les délibérations d'un comité de la permanence contribuent à ce que l'université prenne la décision la plus sage. La fonction d'un tel comité n'est pas de déterminer quels sont les droits d'un candidat : l'engagement à terme ne comporte aucun droit, à moins que dans des cas très particuliers certains droits soient stipulés. Par conséquent, le noyautage d'un comité de la permanence causerait un préjudice à l'université.

A l'issue des délibérations d'un comité de la permanence qui aurait refusé de recommander la permanence d'un candidat, s'il appert que ce comité, par sa composition ou son attitude, était préjugé contre lui, le **comité** maintient que dans une limite de temps raisonnable le candidat puisse formuler ses griefs et obtenir comme recours la convocation d'un comité impartial. Au moment où le **comité** a été saisi de cette question, les attitudes étaient tellement engagées (c'est l'opinion des membres du **comité**) qu'aucun comité de la permanence ne se prononcerait autrement, à moins qu'il ne soit préjugé en faveur des professeurs Williamson et

Murray. Outre la convocation d'un comité de la permanence, comité impartial, le **comité** peut seulement demander que les professeurs Williamson et Murray bénéficient d'une prolongation raisonnable de leur engagement qui leur permette de chercher un nouvel emploi. Le **comité** est d'avis qu'un laps de temps convenable ne peut être de moins d'un an dans ce cas. Soulignons que l'Université a déjà consenti à cette mesure de réparation. Aucun autre droit ne prévaut dans un engagement à terme. Dans des cas exceptionnels, le **comité** pourra réclamer des mesures de plus grande portée et même, si la justice l'exige, revendiquer la permanence. Généralement et dans le cas qui nous est soumis, un engagement d'un an est une réparation satisfaisante à l'injustice.

Le **comité** de la liberté universitaire et de la permanence de l'emploi n'avait pas d'abord à évaluer l'excellence ou la mesure des dispositions régissant la permanence à l'*University of Alberta*. Le **comité** a pris note cependant que l'association des professeurs a entrepris la revision de ce règlement par suite de l'affaire Williamson-Murray. Les règles amendées devront être nettes et rigoureuses. Les textes publiés dans le *Staff Handbook* de l'*University of Alberta* qui concernent les engagements à titre permanent, textes sur lesquels s'est peut-être appuyé le professeur Williamson pour formuler son premier grief, ces textes sont ambigus. L'équivoque est telle que, mises en vigueur, ces dispositions si imprécises ne peuvent mener à leur fin qui est d'assurer la sauvegarde des intérêts des professeurs.

Le **comité** espère que la publication de cette déclaration contribuera à une meilleure compréhension des points en litige et du dénouement à peu près équitable de cette affaire. Il espère également qu'à l'*University of Alberta* la publication du règlement amendé évitera la répétition de situations analogues.

Mary McIlwraith Brian (Sir George Williams)
H. M. Good (Queen's)
Fernand Grenier (Laval)
B. L. Hijmans (Manitoba)
Howard McCurdy (Windsor)
J. B. Milner, président (Toronto)
André Morel (Montréal)
John Norris (U.B.C.)
L. M. Read (Carleton)
J. Percy Smith (secrétaire général)

janvier 1967.

It is not the intention of the Editor or of the Committee on Academic Freedom and Tenure that the statement published above should be made the subject of controversy through the pages of the Bulletin. *An exception is being made of the following letter because the writer of it felt that he himself, as Head of the Department of Philosophy, was directly involved in the dispute and ought to have been consulted by the Committee. In these very special circumstances, the Editor has therefore acceded to the request of the Committee that the letter be printed in immediate proximity to the Statement itself.*

Department of Philosophy,
University of Alberta,
Edmonton, Alta.
January 10, 1967.

Professor J. Percy Smith,
Executive Secretary,
C.A.U.T.,
77 Metcalfe,
Ottawa, 4.

Dear Professor Smith,

I have just read the final draft of the statement prepared by the Committee on Academic Freedom and Tenure in connection with the dispute involving Professors Murray and Williamson which is to be published in the next issue of the C.A.U.T. *Bulletin*.

In my opinion this document is in many places illogical, confused, and essentially unfair to myself, to the other members of the Tenure Committee and to the administrative officers of the University of Alberta. I object to the Committee's admittedly partial approach to its inquiry and to the many tendentious and unsupported speculations and statements made in its report. Even although the Committee regards itself as an advocate for one side in the dispute it still has the responsibility of confining its comments to those matters upon which it has reliable evidence, and it has also the responsibility of seeking out that evidence.

Let me state a few of the grounds of my dissatisfaction.

(1) In its second paragraph the report sets forth in some detail the complaints made by Williamson but nowhere in the rest of the document is there a presentation of the University's reply to these charges, which is the very least one might expect from a fair inquiry.

(2) In the third paragraph the Committee states that it has made a *full* but informal inquiry into these complaints. I agree that the inquiry was informal but I cannot imagine what meaning the Committee attaches to the word full. The Committee did not come to Edmonton nor did it send its representative. If it had done so the people concerned could have been interviewed. The members of the Tenure Committee could have been questioned; the documents in the files of the proceedings of the Tenure Committee could have been examined. By doing these things the Committee could have dispelled a great deal of confusion which obviously clouded its deliberations. One indication of the shallowness of the Committee's inquiry is the fact that very little, if anything, is said about Murray who appears in the document as an occasional addendum to Williamson. It is apparently assumed by the Committee that whatever is said about one applies with equal force to the other.

(3) In the fifth paragraph the Committee asserts that "it holds no opinion about the nature of the influence good or bad that Professor Williamson and Professor Murray might in fact have".

One might reasonably have expected that as a result of this lack of opinion the Committee would thereafter preserve silence on this matter. On the contrary however, it goes on to speculate that "they might have, in the long run a highly desirable influence on the Department". I do not know what right it has to hazard this opinion, which is admittedly based upon a state of ignorance.

(4) Again, in the sixth paragraph, the Committee demonstrates to me that it is quite in the dark about the nature of the discussions which took place at the meetings of the Tenure Committee. The C.A.U.T. Committee's lethargy is responsible for its failure to take the appropriate steps which would have dispelled its ignorance on this matter.

(5) In paragraphs eight and nine, the C.A.U.T. Committee refers to Williamson's charge that the Tenure Committee was rigged. The C.A.U.T. Committee is unable to decide upon the truth or falsity of this charge which rests upon Williamson's claim that two faculty

members whom he expected to be on his Committee were not on it. It does not seem to have occurred to the C.A.U.T. Committee that it was strange for a candidate for tenure to have *any* expectations at all about who would or would not be on his Tenure Committee. A tenure committee might indeed be "rigged" if the candidate had the choice of its members.

Murray and Williamson have in fact made a serious charge against the Vice-President, the Dean and myself, and also against the four other members of the Tenure Committee. It is alleged that we picked for the Tenure Committee persons known to be hostile to the candidates for tenure and that these persons allowed their alleged hostility to bias them in favour of an unfair judgment against the candidates.

I wish to state as emphatically and as categorically as possible that there is not one grain of truth in this allegation. It is completely and utterly false.

The C.A.U.T. Committee treats this serious accusation so lightly that it gives it further publicity, yet feels no responsibility whatever to attempt to establish the truth or falsity of the charge.

Finally, I would like to point out that I have been a member of the C.A.U.T. since its inception and that I too am entitled to have my professional rights protected by that organisation. I submit that the publication of this document which falsely claims to be the result of a full enquiry constitutes an act of gross injustice to myself and the University of Alberta.

I therefore request that this letter be published in the C.A.U.T. *Bulletin* in close proximity to the C.A.U.T.'s Committee's report.

Yours sincerely,

Anthony M. Mardiros,
Professor & Head,
Department of Philosophy.

THE CONTINUING STRUGGLE AT ST. JOHN'S UNIVERSITY

Edward J. Monahan

More than a year has passed since the summary suspension and dismissal of more than twenty faculty members at St. John's University in New York shocked the university community and precipitated the first faculty strike in the history of American higher education. The events leading to that convulsion and their immediate aftermath were sketched in an earlier article published in the April '65 *Bulletin*. The present chronicle deals with more recent events in the continuing controversy.

The Board of Trustees of St. John's appears as determined as ever not to alter the decisions taken in December '65. In spite of continuing harsh criticism their unprecedented actions have drawn from many quarters, those who govern St. John's have maintained a dogged refusal to acknowledge mistakes, much less to offer to revise their position. Their position remains today what it has been from the beginning. Though the actions of suspension and dismissal were regrettable, they were necessary to maintain the very existence of St. John's as a Catholic university. The Trustees continue to assert willingness to review the case of any of the faculty members involved in the dismissals, should any as individuals request such a review. But they continue to refuse to deal with the dismissed faculty as a group; to specify the charges against them; or to negotiate with the United Federation of College Teachers.

However, if the attitude of Trustees and administration of St. John's has not changed, neither has that of the dismissed faculty and their supporters. Because they have had to fight an institution not lacking in resources, their struggle has not been easy.

The strike against the University was maintained throughout the spring semester, but has now ended. Apparently not effective in terms of the numbers of faculty involved (though this is but one among many controverted points), the strike hurt the University but did not come near to closing it. The University was forced to cancel some classes and to consolidate others; a number of new faculty, some with far from distinguished academic qualifications, had to be brought in as replace-

ments; and there is little doubt that the result was a deterioration in the quality of instruction being given in the University. However, the University did succeed in carrying on. Only a handful of students supported the strike; the UFCT was unsuccessful in its attempts to get other unions in the New York area which service the University, for example, those providing food services and fuel, to honour the picket lines. And as the weeks wore wearily on, the band of pickets continued to shrink, as more and more strikers and sympathizers were forced by the harsh realities to give up this form of struggle.

Pickets were out in force on commencement day in June and appeared briefly again at the beginning of the fall term in September, but the struggle now has shifted to other fronts. The most important developments on these fronts involve the American Association of University Professors and the Middle States Association of Colleges and Secondary Schools. Here, recently, some hopeful signs have begun to appear.

As mentioned in the earlier article, the A.A.U.P. had been active in the dispute at St. John's even prior to the crisis stage When the dismissals without due process occurred in December 1965, the A.A.U.P. lodged a strong protest with the authorities at St. John's. It also immediately organized an *ad hoc* investigating committee of Committee A (On Academic Freedom and Tenure), and set up a special fund to provide financial assistance to those faculty at St. John's who were suffering financial hardship as a result of the controversy.

The report of the *ad hoc* investigating committee, published in the March 1966, A.A.U.P. *Bulletin,* was presented to the Fifty Second Annual Meeting of the A.A.U.P. at the end of April. The report recommended censure and a formal motion censuring St. John's University for violations of academic freedom and tenure was passed by an overwhelming majority at that meeting. Further, "in view of the egregious character of the violations", the A.A.U.P. announced that it considered it "inappropriate for our members to accept appointments at St. John's University". At the same time, Committee T (On Faculty Participation in University Government), was instructed to prepare a second report on St. John's University, this report to deal with the entire problem including the relationships of faculty and administration over an extended period, the strike of faculty members, and the effects of the crisis upon the students. The report has not been published as yet.

During the same meeting, a proposal from the floor resulted in the adoption of a resolution:

> "that the A.A.U.P. enter into formal discussion with accreditation agencies concerning the establishment of rules and regulations for the suspension or revocation of accreditation of institutions which clearly fail to comply with the A.A.U.P.'s principles of academic freedom and due process."

Evidently inspired by the crisis at St. John's, this resolution should be seen against the background of a long standing objective of the A.A.U.P.; an objective represented in still another resolution adopted at the Annual Meeting:

> "that there be included in the criteria of accreditation of institutions of higher education the conditions of faculty participation in college and university governance, of faculty status and morale, and particularly of the conditions of academic freedom and tenure . . ."

During the same period events have been taking place involving St. John's University and the Middle States Association of Colleges and Secondary Schools, one of the six regional accrediting agencies in the United States and the one from which St. John's holds its accreditation. As soon as the gross violations of generally accepted norms of academic behaviour perpetrated at St. John's became known, voices were raised in several quarters that such action should, if unrevoked, result in a loss of accreditation by the University.

The initial response of the Middle States Association to the situation was hardly encouraging. In a statement issued on December 30, 1965, some two weeks after the crisis broke, the Commission on Institutions of Higher Education of the Middle States Association issued its first public statement. Noting that the Association had very recently received a report from St. John's University on the establishment there of a university senate and on plans for other reforms, which the Commission characterized as being in "the spirit of the best practice in American universities", the Commission declined to hold an investigation and review St. John's accreditation.

> "It would not appear that an investigation by the commission is in order at this time,... It is regrettable that certain aggrieved faculty members have felt it necessary to resort to non-academic procedures, but this fact does not warrant calling into question the accreditation of the university, which is what a formal investigation by the commission would mean."

In choosing to view the problems at St. John's as one involving "grievances of individual faculty members" and then maintaining its policy of not intervening on behalf of individuals, the Middle States Association effectively stood aside from the tragedy then beginning to unfold.

However, this position was not to be maintained for long. The crisis at St. John's was not simply the effect of some grievances felt by individuals; basic issues affecting the very well-being of higher education were at stake. Soon the Middle States Association undertook to conduct a preliminary enquiry into the affairs of St. John's. During this enquiry members of the Commission met with representatives of all parties to the dispute, including the Board of Trustees, from whom (in camera) they received a full explanation of why the Trustees had chosen the course of action taken in December.

The report of this enquiry, made public at the end of April, brought very little comfort to the supporters of the dismissed faculty and very little encouragement to the A.A.U.P. After re-iterating that the Commission is concerned with "the educational effectiveness and integrity of member institutions" and "is not a vehicle for the redress of individual grievances", the Report proceeded to deal with three major issues: whether or not responsible government exists at St. John's; whether appropriate action has been taken to correct the conditions shown by recent events to have been unsatisfactory; and whether the educational effectiveness of the University has been so impaired that it no longer meets accreditation standards.

Although the Commission judged the unprecedented *de facto* suspension of a considerable number of faculty members without charges or specifications as "reprehensible", it did not regard this as sufficient reason for denying or suspending accreditation. With a fine disregard for the meaning of terms, the Committee concluded that, since "the Trustees were fully aware of the nature of the actions they took and of the probable consequences, but nevertheless deliberately determined to take them", they had acted "responsibly".

However, judging that more time was necessary in order to satisfy itself on the other two matters, the Commission of the Middle States Association announced in this Report that it had called for a full report from the University on these and other matters to be presented by December 1966 and that there would be a visitation of St. John's during the fall. In the meantime, St. John's University continued in good standing as a member of the Middle States Association.

The second investigation was duly conducted. Since the report of this investigation was expected, several efforts were made to mobilize opinion in favour of denying accreditation to St. John's. For example, a full-page advertisement in the Sunday New York *Times* of November 20, 1966, head-lined, "Is Censured St. John's Worthy of Accreditation ?", appeared in the form of a petition to the Commission signed by nearly three hundred academics urging that accreditation be withdrawn. Somewhat earlier in the fall the American Civil Liberties Union had also issued a statement urging that the accreditation of St. John's be lifted and that accrediting agencies devote more careful attention to matters of academic freedom.

On December 1, the Middle States Association made public its second report on St. John's, a document running to almost 3000 words. Although the Association did not either suspend or revoke the accreditation of St. John's — thus failing to satisfy those who sought this judgement; the Report nevertheless reflects a significant shift of opinion within the Commission. While exercising great care to remain within the rationale previously employed in its earlier statements, the Commission has now:

> "ordered that St. John's University *show cause* through a full reevaluation of all aspects of the University's life and work not later than December 31, 1967, *why its accreditation should not be revoked.*" (Italics mine.)

Such an order is regarded by the Commission itself "as comparable in kind to revocation and only slightly less severe".

Although the Commission continues to insist that "serious deterioration in the educational effectiveness of the University" rather than other factors should govern decisions on accreditation, it has now reached the conclusion that "the unfortunate events at St. John's University are symptomatic of *serious institutional weakness that cannot be allowed to continue*". (Italics mine) Indeed, the Commission now says that, "if this weakness is not corrected it is predictable that there will develop such deterioration of educational effectiveness that loss of accreditation will almost inevitably ensue".

Thus, the Commission has now decided that it no longer overlook the institutional weakness that the dismissals of last year reflect. And:

> "it holds that this matter cannot be resolved in the hope that the issue will fade away. Just as the dismissals were an outward manifestation of internal weakness, so a sincere attempt to alleviate the consequences of this act will be strong evidence of increased internal strength. The Commission will look for such evidence."

The treatment accorded by St. John's to "certain aggrieved faculty members (who) have felt it necessary to resort to non-academic procedures" did not warrant calling the University's accreditation into question last December. Now, almost a year later, these same matters are regarded as "symptomatic of serious institutional weakness that cannot be allowed to continue". It appears that the Middle States Association has finally received the message of those who insist that serious violations of academic freedom, tenure, and due process cannot go unchallenged if the well-being of the academic community as a whole is to be preserved and strengthened.

The new resolve of the Middle States Association is further reflected in remarks made by Albert E. Meder, Jr., the chairman of the Commission. At a news conference following the issuance of this Second Report, he is quoted as saying: "We want some evidence from St. John's that they have done something about it. They have done wrong and must admit it in their actions."

What this will be taken to mean: specification of the charges against the dismissed faculty, holding of formal hearing procedures for those charged, re-instatement of the dismissed, remains to be seen. The show-cause order has a terminus date of December 1, 1967.

In its own statement issued following the release of the Middle States Report, St. John's University announced that it accepted the findings of the Commission and pledged to work with this group over the next year "to build an even greater St. John's". Then, maintaining the perverse naïveté which has marked the University's public statements, the statement went on to say: "There is nothing in the report of the Middle States Commission that says we are not operating a sound educational program."

Here the matter rests at present, though further developments may be expected during the coming year. Let us hope that these developments include, however belatedly, some measure of justice for the former faculty of St. John's University.

Edward J. Monahan,
Associate Executive Secretary.

FEDERAL INCOME TAX NOTES
for the
GUIDANCE OF UNIVERSITY TEACHERS

Kenneth F. Byrd *

Expenses Allowed as Deduction from Remuneration:

The only expenses deductible from remuneration [1] are those specifically referred to in the Act, since expenses in general are not so deductible.

Allowed: Sec. 11 (10) of Act.

(1) C.A.U.T. and any local university association subscription.

(2) Any professional membership dues necessary to the employment, e.g. Medical, Engineering, Chartered Accountants, etc., Associations.

(3) Cost of supplies consumed in performance of duties of employment — typing and multilithing class notes, etc., if paid by taxpayer.

(4) Travelling expenses *only* if part of the terms of employment.

(5) Officially there is no provision for deduction of subscriptions to professional journals but, in practice, this *may* be allowed. It is doubtful whether depreciation of books in the taxpayer's personal library will be allowed but there is no harm in trying.

(6) Subscriptions to Faculty Club will probably be deductible, as necessary to employment, though not actually covered by the terms of the Act.

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* KENNETH F. BYRD, Chairman of the C.A.U.T. Committee on Income Tax, is chairman of the Department of Accounting at McGill University.

[1] See (15), **General Note** for expenses chargeable against non-employment income, e.g. for consultations, authorship, etc.

(7) A university lecturer who is a member of the clergy, or a regular minister of a religious denomination, may deduct from his income:

(a) the value of living accommodation occupied in his capacity as clergyman, to the extent that it has first been included in his income as a benefit received.

or (b) either rent paid for such living accommodation, or the fair rental value of living accommodation owned and occupied by him in the year, to the extent of the income derived from his office or employment as a clergyman. Only a clergyman may thus deduct the rent paid, or the rental value of owned property.

Note : Strong representations have been made before the Royal Commission on Taxation, in favour of allowing university teachers to deduct from their remuneration any costs such as travelling expenses to teach in a summer school. The summer school income is classed as remuneration and, at present, such costs are not deductible. It is recommended that, in undertaking any such appointment, the teacher should ask the institution concerned to make payment by two cheques, one to refund travelling and living costs and a second for the balance of the remuneration. In such a case the balance only should be included in income for tax purposes. There may be no logical claim for living costs, in these circumstances, however, unless the taxpayer maintains his own home, or rents rooms, etc., in his home town, while away at the summer school. Living costs are personal expenses and, therefore, not normally deductible.

Personal Exemptions :

(1) A single person may deduct from his income $1,000, and a married person supporting his spouse may deduct $2,000. Where the taxpayer is 65 before the end of the year he may deduct a further $500. After 1965 this deduction will be allowed at age 65 only if the taxpayer

SPECIAL FORM

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J. H. STEWART REID, THE FIRST EXECUTIVE SECRETARY OF THE C.A.U.T., HAD A DISTINGUISHED CAREER AS A TEACHER, SCHOLAR, DEFENDER OF ACADEMIC FREEDOM, AND ADVOCATE OF REFORM IN UNIVERSITY GOVERNMENT.

One of his signal accomplishments was the initiation of the study of university government in Canada which resulted in the publication of the Duff-Berdahl Report.

As a tribute to his memory, in 1964 the C.A.U.T. established a trust fund intended to provide annually an unrestricted graduate fellowship. So far, contributions to the Fund have amounted to only half the necessary objective. The Association is therefore making a second appeal to members of the Canadian university community, with this special form. The form provides you with an opportunity to spread your contribution over a three-year period, and to pay in the month of your choice.

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VERSEMENT PÉRIODIQUE

au fonds de bourses de perfectionnement

À LA MÉMOIRE DE J. H. STEWART REID

STEWART REID SE TAILLA UNE RENOMMÉE COMME PROFESSEUR ET CHERCHEUR. IL SE FIT LE DÉFENSEUR DES LIBERTÉS UNIVERSITAIRES. PREMIER SECRÉTAIRE DE L'A.C.P.U., STEWART REID Y DEMEURA JUSQU'À CE QU'IL SOIT EMPORTÉ PAR LA MALADIE.

Parmi ses plus grandes réalisations, citons une de ses toutes dernières initiatives: il jeta les premiers jalons de l'étude Duff-Berdahl sur les structures administratives des universités. En 1964, l'A.C.P.U. instituait à sa mémoire un fonds constitué de contributions versées par les membres de la communauté universitaire du Canada. Le revenu permettra d'octroyer des bourses de perfectionnement dans l'une ou l'autre discipline. Jusqu'à maintenant la valeur accumulée n'atteint que la moitié de l'objectif. L'Association vous sollicite à nouveau. Nous suggérons de répartir vos contributions sur une période de trois ans et d'effectuer vos versements annuels au moment où vous le désirez. Une contribution de $5.00 par année d'un *souscripteur ordinaire* permettra de constituer le fonds.

Nous incitons ceux qui ont connu personnellement Stewart Reid, ceux qui connaissent son œuvre, à verser annuellement $10.00 durant trois ans (*souscripteur extraordinaire*): que vous ayez déjà contribué, nous vous prions, s'il y a lieu, d'ajouter la différence entre l'objectif de $30.00 et le montant actuel de vos dons. Nous n'adressons aucune demande particulière à ceux qui ont déjà versé $30.00 et plus.

LES SOMMES VERSÉES PEUVENT ÊTRE DÉDUITES À L'ARTICLE *DON* DE LA DÉCLARATION D'IMPÔT. LE SECRÉTARIAT DE L'A.C.P.U. FERA PARVENIR UN REÇU OFFICIEL.

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Que vous ayez déjà souscrit, rayez les mots et les chiffres susmentionnés. Veuillez les remplacer par les mots et les chiffres appropriés. La contribution d'un *souscripteur ordinaire* est de $15.00; celle d'un *souscripteur extraordinaire* est de $30.00.

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FONDS DE BOURSES STEWART REID
A.C.P.U.,
77, rue Metcalfe, bureau 603,
Ottawa 4, Ontario

has not been authorized to receive a pension under the Old Age Security Act for any month in the year. But the $500 will then be allowed without qualification if the taxpayer has become 70 before the end of the year.

This $2,000 must be reduced by the excess of his spouse's own income over $250. Thus if the spouse's own income is $1,250, the married taxpayer's personal exemption is reduced from $2,000 to $1,000. Beyond that point there is no further reduction. Each spouse will then be separately assessed with a personal exemption of $1,000.

It is not possible for a taxpayer living with his wife to claim the $2,000 exemption on the grounds of wholly maintaining a dependent. *except possibly in the year of divorce or of marriage.* In general the taxpayer's claim comes wholly from the other spouse.

If, *in the year of divorce*, the taxpayer claims the $2,000 marital exemption, he will then not be able to deduct, in arriving at income, any alimony paid to his divorced wife during the year. He may elect whichever benefits him.

In the year of marriage a spinster may claim the $2,000 personal exemption for maintaining a wholly dependent person *before the date of marriage*. Her husband's $2,000 will be reduced only by the excess of her income *since marriage* over $250. Thus, during this year, each spouse may possibly claim the $2,000 exemption or the husband may claim something between $1,000 and $2,000.

In general, however, if a husband and wife have separate incomes on which they are assessed for tax, each may claim only $1,000 personal exemption.

(2) Where a taxpayer, who is single, together with some other individual or individuals, maintains a dependant, they may agree together that only the one single taxpayer may make a claim for the dependant. Thus, supposing A and B maintain their mother as a joint dependant, but A is married and B single. Supposing A is paying 40% tax on his marginal increment and B only 30%. A may agree to refrain from claiming any dependant's allowance (he has $2,000 personal exemption as a married man).

Then B may claim $2,000 exemption as if he were wholly maintaining the mother. If both A and B claimed for the mother, B's exemption would be reduced to $1,000, since he is single, and the increase in tax would be 30% of $1,000 i.e. $300. A and B may calculate the tax

saving and share it in proportion to their respective maintenance contributions.

(3) **Children :**

The deduction from income is $300 for each child of the taxpayer qualified for family allowance, and $550 for each other child under 21 at December 31 in the year of assessment, or, if 21, in full-time attendance at a school or university. The definition of 'child of the taxpayer' includes an illegitimate child, a daughter, or son-in-law of the taxpayer, and a person wholly dependant on him and of whom he has, or did have, custody immediately before the dependant became 21. Also in 1965 the right to claim for a child applies to a niece or nephew of the taxpayer or his wife. In these cases the deduction is the amount actually spent for maintenance of the niece or nephew, who must be resident in Canada. The maximum deduction for each will be $300 or $550 as the case may be, as for any child of the taxpayer. Also the mother must either be living apart from her husband, or divorced or formally separated from him, receiving no alimony or other allowance from him for maintenance of the niece or nephew; or the father must be physically or mentally infirm, or he must be deceased and the mother must not have remarried.

To be qualified for family allowance the child must have been under 16 at some time in the last month of the taxation year i.e. December. An immigrant child is not qualified until he has been resident in Canada for one year so that, *during this year*, the $550 deduction may be claimed for a child under 16. However, for the taxation year during which the first year after immigration ends, the deduction will be only $300, even though family allowance receipts may be very small through qualification late in the year. To avoid the anomaly, the taxpayer is permitted, if he wishes, to claim the $550 deduction for the year and pay back, as an addition to his income tax, the actual family allowances received by him. Calculation of his marginal rate of tax on the $250 difference between $550 and $300 will show whether it will pay him to take advantage of this concession.

(4) **Dependants :**

The deduction is $300 for each dependant under 21, on the last day of the year of assessment, and $550 for each other dependant, if these amounts are not greater than the actual contribution to the maintenance of the dependant. The dependant must be an infirm parent

or grandparent of the taxpayer or his brother or sister under 21, or over 21 and mentally or physically infirm, or over 21 and in full-time attendance at a school or university. For 1965 and later, the dependant may be the taxpayer's or his spouse's aunt or uncle, on conditions of residence in Canada and dependance on the taxpayer through mental or physical infirmity.

If more than one taxpayer contributes and claims for the same dependant, the $300 or $550 is apportioned between the contributing taxpayers in the ratio of their contributions. If the total contribution is less than $300 or $550, each taxpayer may deduct the actual amount of his contribution.

To qualify as a dependant the dependant's personal income, apart from the maintenance receipts in question, must not exceed $950 per annum subject to the notch provision which follows: —

Where the dependant's income exceeds $950 the taxpayer may claim him as a dependant, provided he (the taxpayer) adds to the tax to be paid the amount by which the dependant's income exceeds $950.

The possible benefits through claiming a dependant may include:

(1) the extra $1,000 personal exemption,

(2) the $300 or $550 dependant's allowance, if the dependant is a child of the taxpayer (which includes an adopted child or a daughter- or son-in-law) and the taxpayer employs a full-time servant in his own home, where he supports the child (Note: If this qualification is not satisfied the taxpayer may not claim both (1) and (2));

(3) deduction for medical expenses paid for the dependant, together with those of himself and his spouse, in excess of 3% of income. Consequently it is obvious that the taxpayer must take all these into account, in deciding whether or not it will benefit him to claim the dependant under the notch provision.

Thus, if tax is 40% at the margin:

40% of $1,000 extra personal allowance	$400
40% of $550 dependant's allowance	220
40% of excess medical expenses paid for dependant — say	200
	$820

Here, even if the dependant's personal income is $950 + $800, i.e. $1,750, it will pay the taxpayer to save $20 by claiming the dependant and adding $800 to the resulting tax, under the notch provision.

(5) **Tuition Fees for Dependant**

If the dependant is a student at a Canadian university or other educational institution of post-secondary school level, or at a high school providing courses leading to college or university entrance; any *tuition fees exceeding $25, for not more than 12 months beginning in the taxation year, whether paid by the taxpayer, the student or anyone else,* may be deducted from the dependant's income (not the taxpayer's) for the purpose of claiming him as a dependant.

If the tuition fees are paid to a *non*-Canadian university they are deductible only if for full-time attendance of at least 13 weeks in a course leading to a degree, and for not more than 12 months beginning in the taxation year.

The tuition fees may be deducted by the dependant himself in calculating his own income for tax purposes.

(6) **Registered Retirement Savings Fund**

Any taxpayer may now supplement his contributions to his employer's contributory pension scheme by amounts invested by him each year in a registered retirement savings plan. Thus if, as may well be, the university requires an annual contribution which it invests in fixed interest securities, the university teacher may provide for his own supplementary annual investment, in equity securities or otherwise, by payment into any fund which qualifies as a registered retirement savings plan. There are a number of different types of such fund offered by insurance companies, trust companies and mutual investment companies. The essential qualification for each is that the investment may be realized after maturity only as an annuity to the taxpayer for life, or for the joint lives of himself and his spouse and to the survivor for life. Maturity will be as provided by the plan, but not for a date later than that on which the annuitant becomes 71.

In this age of inflation there will probably be a real benefit if the registered retirement savings plan investment is made largely in equity stocks, so that the falling value of money may be countered by the

compensating tendency for the equities to rise in dollar value. This is particularly important if the university pension fund is invested in fixed interest securities.

Investment in equities may be secured by selection of appropriate plans offered by investment companies such as Canadian Investment Fund, Investors Mutual or Growth Fund, and many others. Here the investor's contribution is invested in a balanced portfolio of a large number of securities, with consequent wide spreading of risk.

The annual investment in the registered retirement savings plan may be deducted from the university teacher's income, for tax purposes, up to an amount which, together with his contribution to the university's pension scheme, does not exceed the lesser of

(a) 20% of the earned (*not* investment) income for the year (10% before 1965) and

(b) $1,500.

Thus a university teacher whose *earned* income is not less than $7,500 a year may ensure that his pension fund (combining that of the university and his own registered retirement savings plan) accumulates at the rate of a maximum of $1,500 per annum, plus interest or dividends, with deduction of the whole contribution from his income. The tax on it is completely deferred until the time when he receives it in the form of an annuity. Tax will then be payable each year, but annual income is likely to be less during the years of retirement, so that tax rates will be lower.

In making his decision each year, as to supplementing his university penson plan contribution, the taxpayer has the whole of January and February of the year following the taxation year, to make his arrangements. The investment in the registered retirement savings plan must be made within 60 days after the end of the taxation year.

Should the university teacher die, so that his registered retirement savings contributions are refunded, with accumulated interest or dividends, before maturity, the recipient must pay an amount of 15% of the sum to the Receiver General of Canada (25% before 1965). This 15% will be withheld by the fund authorities, so that only 85% will be received. This amounts to a flat payment of 15% as tax.

The comparability of this 15% tax with the tax saved in the years of premium payments will depend on the taxpayer's rate of tax each year, at the margin, and the number of years' contributions which are thus withdrawn in a lump sum. Since 15% is less than the rate of tax payable on the $1,000 increment of taxable income from $2,000 to $3,000, the 15% tax will probably be less than the tax saved during the years of premium payments.

The registered retirement savings plan provisons undoubtedly offer great benefits and it is wise to take the fullest possible advantage of them each year.

(7) **Rates of Tax:**

The rates of tax for 1966 are not changed, except that, from the tax calculated, at the rates specified in the Act, may be deducted the lesser of (a) $20 and (b) 20% of the tax first calculated.

(8) **Old Age Security Tax:**

In addition to income tax every individual is required to pay old age security tax, at 4% of his taxable income, up to a maximum of $120.

(9) **Divided Tax Credit:**

It is important, in Canada, to remember that, not only do investments in common shares have a built-in tendency to protect against inflation, since profits, and therefore dividends, increase as the value of the dollar falls, but also, from a tax point of view, dividends have a great advantage over interest. The income tax paid by a Canadian limited company is regarded as having been paid on behalf of the shareholders. Consequently the Act provides that, while the dividend received must be included in the shareholder's income, in making the initial tax computation, 20% of the dividend may be deducted from the resulting tax, as if the company had already paid a tax of 20% on the dividend. There is no such deduction in the case of bond interest.

(10) **The Year of Immigration or Emigration:**

If a Canadian immigrant or emigrant is resident in Canada for only part of the taxation year of immigration or emigration, only his income derived from Canadian sources, plus income from non-Canadian sources *during the period of residence*, will be subject to Canadian tax

in that year. For such a case the personal allowance of $2,000 or $1,000, or some intermediate figure, as the case may be, and any children's or dependant's allowances, must be reduced in the proportion that the number of days of residence in Canada bears to the number of days in the year. Charitable donations made to Canadian institutions, during the period of residence, will be deductible up to 10% of the income, and medical expenses paid by the taxpayer for himself or his dependants, during the period of residence, will be deductible insofar as they exceed 3% of the income.

Since the beginning of the 1961 taxation year an extended meaning of "resident" has resulted in taxation for the full year as if the taxpayer were resident in Canada, when he is actually non-resident but "sojourns" *more than 182 days* in the taxation year, whether consecutively or in the aggregate. In such a case the taxpayer must include, for tax purposes, *all* his income for the year, both that received during the actual period in Canada and that received while outside Canada. From the resulting tax, however, a tax-credit is deductible equal to the lesser of

(a) any foreign tax paid and

(b) that proportion of the total tax that the foreign income bears to the total income.

This will apply to any university teacher resident outside Canada, who comes to this country to teach or do research for a period or periods aggregating more than 182 days in one taxation year.

(11) **Provincial Tax Credit:**

From the federal tax, as first calculated, a deduction of 24% (47% for Quebec) for provincial tax credit is allowed, except for residents in the Yukon and Northwest Territories, for 1966. In all provinces, other than Quebec and the Yukon and Northwest Territories, provincial tax must be added as follows, in making payment to the federal government, thus making the total amount payable to the federal government the same as if no credit had been made (except in the cases of Manitoba and Saskatchewan). This 24% is collected by the federal government as agent for the provinces. In the cases of Manitoba and Saskatchewan the amounts collected for 1966 are greater than the credit allowed against the federal tax. Quebec levies its own tax and does not employ the federal government to collect it, so the deduction of 47% is not added back.

Additions for provincial tax (except in the case of Quebec):

(a) Manitoba and Saskatchewan: 29% of the basic tax, (which does not include old age security tax) before deduction of the provincial tax credit;

(b) in all other provinces 24% of such basic tax.

(12) **Canadian Professor Leaving Canada for Extended Period:**

To ensure that he shall not continue, for tax purposes, to be regarded as a Canadian resident, any university teacher who leaves Canada for teaching or research abroad, for a lengthened period, should make sure that he "takes up his roots" and leaves no evidence of continued residence. If he is married and leaves his family in Canada, he will still be presumed to be resident there. But if he sells, loans or leases his Canadian dwelling, and takes his family abroad with him, he will probably be regarded as non-resident from the date of his departure and so not subject to Canadian tax on income for the period after that date.

(13) **Author's Income from Royalties:**

The proceeds from sale of their works, by authors engaged on the production of literary, dramatic, musical and artistic and other works are taxable as earned income. The proceeds of outright sale of a work will probably *not* be taxed as not constituting income, *where the work is an isolated one and the author has other income.* Where an author is engaged on production of a work for more than one taxation year taxation on the full proceeds in the year of sale would be inequitable. Consequently, if tax is payable, he is allowed to spread the income received by him over more than the one taxation year where

(1) he has been engaged on the work for more than a year,

(2) he assigns the copyright wholly or partially, and

(3) he receives in consideration, within twelve months of the assignment, an amount which would be regarded as income for the year of receipt. The author must file with his local tax office, by April 30 following the year of receipt, a special Election Form for Authors.

He will then be taxable as follows:

(1) where production took not more than two years, half the proceeds will be taxed in the year of receipt and half in the immediately preceding year.

(2) where production took more than two years, one-third of the proceeds will be taxed in the year of receipt and one-third in each of the two years immediately preceding.

Note : Royalties received by the taxpayer for a work of which he was author are defined by the Act as earned income and are so taxable, not being subject to the 4% investment surtax.

Canada's reciprocal tax convention with the United States exempts from United States tax any royalties for the right to use copyrights or to produce or reproduce any literary, dramatic, musical or artistic work (not including motion picture films) received from the United States by a Canadian resident. Canada's new agreement with the U.K., in force from May 12, 1966, makes a similar provision, but excludes also royalties from video tapes for television.

(14) Professor Teaching in the United States or the United Kingdom :

Canada's reciprocal convention with the United States provides for exemption from tax in that country of the remuneration received by any Canadian professor or teacher from teaching there during a temporary visit of not more than two years, in a university, college, school or other educational institution. Canada's convention with the U.K. had a similar provision, but the new agreement in force from May 12, 1966, has omitted this. It should, however, be emphasized that the Income Tax Act itself provides against double taxation. If the professor were subject to Canadian tax as a resident of Canada, he would be entitled to a foreign tax credit for any U.K. tax paid on the same income. The total tax payable would be the greater of the U.K. and Canadian taxes, without any double taxation.

(15) General Note in Regard to Earned Income other than Employment Income :

Where a university teacher is fortunate enough to earn income other than from employment, he should remember that the income to be taxed is not his gross income but his receipts less reasonable expenses incurred in earning the income.

Thus where fees are earned from professional consultations, e.g. by engineers, lawyers, chartered accountants; or from the writing of a book, by way of royalties or a lump sum received from the publisher,

reasonable expenses should be deducted from the gross receipts on the tax assessment form.

Reasonable expenses will include, apart from actual cash outlays which should be supported by documentary evidence, costs such as the following where the professor uses his own residence for consultations, writing, etc. If the study occupies one-sixth of a 6-room house; one sixth of property taxes and depreciation, or of rent, as the case may be, also of telephone charges, interest on mortgage, etc. If the total deduction for expenses does not exceed from 33⅓% to 40% of the gross revenue, it will probably be allowed as reasonable.

Kenneth F. Byrd,
McGill University

CONSEIL NATIONAL
DE RECHERCHES
1965-1966

NATIONAL
RESEARCH COUNCIL
1965-1966

PARTIE I — Subventions pour la conduite de recherches et l'acquisition d'appareils coûteux.

PART I — Operating Grants and Major Equipment Grants.

Le *dernier* rapport annuel du Conseil national de recherches, paru en décembre 1966, porte sur l'année d'exercice 1965-1966 [1]. À partir de la liste des bénéficiaires, liste publiée en appendice du rapport, nous avons fait le relevé des subventions accordées, selon l'université ou le collège.

Nous avons compté pour *une*, la subvention qui est consentie à un groupe de professeurs. Un renvoi à la fin des tableaux indique les sommes octroyées à un projet conjoint de deux universités. Les subventions versées à *Macdonald College* sont rapportées à *McGill University;* il en est de même de l'École polytechnique de Montréal pour l'Université de Montréal. Dans ces cas nous le mentionnons au bas du tableau.

Les subventions sous les rubriques *cybernétique* (tableau IV) et *Commission de contrôle de l'énergie atomique* (tableau V) apparaissent sous l'étiquette *subventions de recherche* au tableau sommaire (tableau VI).

Les sommes classées dans la section *appareils majeurs spéciaux* (tableau VII) constituent un article distinct du budget du Conseil national de recherches; nous ne les avons pas ajoutées au total du tableau sommaire des subventions. Ce tableau de subventions est indépendant.

Le présent article continue la série de tableaux sur les subventions du Conseil national de recherches. Les chiffres de l'année d'exercice 1964-1965 sont publiés dans la livraison précédente du *Bulletin de l'A.C.P.U.* [2] Les mêmes normes ont servi à classer les subventions: les chiffres des deux années d'exercice sont comparables. Notons que les subventions rapportées à l'*University of Alberta,* pour l'année d'exercice 1964-1965, groupent les sommes versées à l'*University of Alberta* et à l'*University of Calgary*. Les tableaux de l'année d'exercice 1965-1966 distinguent les subventions des deux universités.

Le Conseil national de recherches décrit en ces termes la nature et les conditions de subventions:

subventions pour la conduite d'un programme de recherche. Elles sont accordées annuellement ou bisannuellement à des chercheurs individuels pour défrayer une partie des dépenses normales entraînées par leurs travaux de recherches, comme par exemple le salaire d'aides, l'achat de petit appareillage et de faibles quantités de matériaux ou de fournitures, les déplacements nécessités par les travaux sur le terrain ou les voyages à courte distance, et autres dépenses imprévues [3].

Operating Grants *awarded on an annual or biennial basis to individual investigators as contributions towards the normal operating costs of their research projects. Funds may be used for the employment of assistants; purchase of small items of equipment, material or supplies; field trips and limited travel; and incidental expenses* [3].

subventions pour l'achat d'appareils coûteux. Elles ont pour but de faciliter l'acquisition d'appareillage spécial de recherches, ou d'éléments d'un ensemble coûtant entre 5,000 et 100.000 dollars [3].

Special Major Installation *are made to assist with the purchase of special research equipment or parts of a unit costing between $5,000 and $100,000* [2].

cybernétique : subventions pour calculatrices. Le Conseil national de recherches subventionne, dans la limite des fonds disponibles, les recherches en cybernétique et l'acquisition d'appareillage par les voies suivantes :

Computer Research and Facilities. *Within the limit of available funds, the National Research Council supports research in computer science and computer requirements by providing :*

a) il accorde des subventions pour dépenses courantes concernant le fonctionnement des calculatrices, pour aider à la recherche de systèmes de programmation perfectionnés, et dans certains domaines de l'analyse numérique, de la théorie des automates, de la recherche opérationnelle, etc.

a) computer operating grants, for support of research in advanced programming systems, some aspects of numerical analysis, automata theory, operations research, etc.

b) il accorde des subventions pour gros appareillage de cybernétique, couvrant jusqu'à 75% du montant de la location, ou de l'achat et de l'entretien de cet appareillage quant il est utilisé pour la recherche scientifique. Le Conseil ne subventionne toutefois pas plus d'une seule installation de calculatrice à la fois par université [3].

b) computer major equipment grants, covering up to 75% of the rental, or purchase and maintenance of computer equipment used in support of scientific research. The Council will not support more than one digital computer installation at any one university at any one time [3].

subventions pour l'achat d'appareils majeurs spéciaux. Quelques-unes sont accordées chaque année pour défrayer une partie des coûts des installations scientifiques spéciales si ce coût dépasse $100,000 [4].

Special Major Installations. *The Council's university support programme provides for the award annually of a very limited number of grants to assist with the cost of installations of special scientific equipment valued in excess of $100,000* [3].

Mireille Lapointe
chargé de recherches
Research Officer

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1 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, Conseil national de recherches, Ottawa, 1965-1966, 224 p.

2 Bulletin de l'A.C.P.U., tome 15, no 2, décembre 1966, pp. 53-64.

3 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, C.N.R., Ottawa, 1965-1966, p. 34.

4 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, C.N.R., Ottawa, 1964-1965, p 49.

1 *Annual Report on Support of University Research, National Research Council, Ottawa, 1965-1966, 224 p.*

2 *C.A.U.T. Bulletin, Volume 15, No. 2, December 1966, pp. 53-64.*

3 *Annual Report on Support of University Research, N.C.R., Ottawa, 1965-1966, p. 13.*

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Tableau I 69

Subventions du Conseil national de recherches pour la conduite de recherches et l'achat d'appareils coûteux, selon le secteur de recherches, 1965-1966.

Tableau II 70

Subventions du Conseil national de recherches, selon l'université et le secteur de recherches — biologie, chimie et physique, 1965-1966.

Tableau III 73

Subventions du Conseil national de recherches, selon l'université et le secteur de recherches — sciences de la terre, génie chimique et métallurgique, 1965-1966.

Tableau IV 75

Subventions du Conseil national de recherches, selon l'université et le secteur de recherches — mathématiques pures et appliquées, océanographie et limnologie, cybernétique, recherche spatiale, 1965-1966.

Tableau V 77

Subventions du Conseil national de recherches, selon l'université et le secteur de recherches — recherches dentaires, psychologie expérimentale, Commission de contrôle de l'énergie atomique, 1965-1966.

Tableau VI 78

Sommaire de la distribution des subventions du Conseil national de recherches pour la conduite de recherches et l'achat d'appareils coûteux, selon l'université, 1965-1966.

Tableau VII 80

Appareils majeurs spéciaux : subventions du Conseil national de recherches pour la conduite de recherches et l'achat d'appareils selon l'université, 1965-1966.

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Table I *69*

National Research Council expenditures for Operating and Major Equipment Grants by field of research, 1965-1966.

Table II *70*

National Research Council grants by university and by field of research — biology, chemistry and physics, 1965-1966.

Table III *73*

National Research Council grants by university and by field of research — earth sciences, engineering, chemical and metallurgical engineering, 1965-1966.

Table IV *75*

National Research Council grants by university and by field of research — pure and applied mathematics, oceanography and limnology, computer facilities and research, space research, 1965-1966.

Table V *77*

National Research Council grants by university and by field of research — dental research, experimental psychology, Atomic Energy Control Board, 1965-1966.

Table VI *78*

Summary of National Research Council Operating and Major Equipment Grants by university, 1965-1966.

Table VII *80*

Special Major Installations: National Research Council Operating and Major Equipment Grants by university, 1965-1966.

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TABLEAU I — *TABLE I*

Secteur de recherche	total — Subventions de recherche — *Operating grants* $	total — Subventions de recherche — *Operating grants* no	total — Subventions à l'achat — *Major Equipment grants* $	total — Subventions à l'achat — *Major Equipment grants* no	GRAND TOTAL $	*Field of Research*
Biologie	3,007,414	(539)	385,417	(32)	3,392,831	*Biology*
Génie chimique et métallurgique	829,774	(153)	147,060	(10)	976,834	*Chemical and Metallurgical Engineering*
Chimie	2.553,873	(402)	699,005	(28)	3,252,878	*Chemistry*
Sciences de la terre	1,132,418	(205)	259,837	(13)	1.392,255	*Earth Sciences*
Génie	1,631,942	(267)	306,077	(22)	1,938,019	*Engineering*
Physique	1,624.100	(226)	478,000	(29)	2,102.100	*Physics*
Océanographie et limnologie	335.000	(3)	—	—	335,000	*Oceanography and Limnology*
Psychologie expérimentale	427,674	(90)	20,000	(1)	447,674	*Experimental Psychology*
Recherches dentaires	216,200	(40)	—	—	216,200	*Dental Research*
Mathématiques pures et appliquées	316,400	(47)	—	—	316,400	*Pure and Applied Mathematics*
Recherche spatiale	180,000	(10)	10,000	(1)	190,000	*Space Research*
Cybernétique	918,250	(44)	—	—	918,250	*Computer Facilities and Research*
total	13,173,045	(2026)	2,305,396	(136)	15,478,441	*total*
Commission de contrôle de l'énergie atomique	1,600,000	(11)	—	—	1,600,000	*Atomic Energy Control Board*
Grand TOTAL	14,773,045 11,105,163[x]	(2037) (1541)[x]	2,305,396 2,152,207[x]	(136) (152)[x]	17,078,441 13,257,370*	*Grand TOTAL*

[x] Subventions pour l'année d'exercice 1964-1965 [2].
* Subventions pour l'année d'exercice 1964-1965 [3].

[x] *1964-1965 Grants* [2].
* *1964-1965 Grants* [3].

TABLEAU II — *TABLE II*

université *university*	BIOLOGIE — *BIOLOGY*				CHIMIE — *CHEMISTRY*				PHYSIQUE — *PHYSICS*			
	Subventions de recherche [4] — *Operating grants* [4]		Subventions à l'achat [5] — *Major equipment grants* [5]		Subventions de recherche [6] — *Operating grants* [6]		Subventions à l'achat [7] — *Major equipment grants* [7]		Subventions de recherche [8] — *Operating grants* [8]		Subventions à l'achat [9] — *Major equipment grants* [9]	
	$	no	$	no	$	no	$	no	$	no	$	no
Acadia	12,750	(5)	—	—	7,500	(2)	—	—	—	—	—	—
Alberta	337,310	(59)	69,100	(4)	258,327	(33)	146,280	(4)	55,500	(7)	—	—
Bishop's	7,165	(3)	—	—	4,000	(2)	—	—	—	—	—	—
Brandon	—	—	—	—	2,500	(2)	—	—	—	—	—	—
U. of B.C.	397,861	(53)	22,500	(4)	282,358	(42)	105,545	(4)	123,400	(16)	26,000	(4)
Brock	—	—	—	—	8,000	(3)	—	—	240	(1)	—	—
Calgary	29,000	(8)	—	—	57,200	(4)	9,000	(1)	44,500	(6)	—	—
Carleton	37,925	(10)	20,300	(2)	47,900	(10)	30,000	(1)	31,500	(5)	5,000*	(1)
Dalhousie	71,220	(15)	8,000	(1)	40,000	(10)	—	—	47,100	(9)	17,000	(2)
Guelph	117,295	(36)	15,470	(2)	10,700	(5)	—	—	4,500	(1)	—	—
Jean-de-Brébeuf	—	—	—	—	1,000	(1)	—	—	—	—	—	—
Institut de microbiologie de Montréal	5,000	(1)	17,220	(1)	—	—	—	—	—	—	—	—
Lakehead	—	—	—	—	—	—	—	—	5,760	(1)	—	—
Laurentienne	2,450	(2)	—	—	3,000	(1)	—	—	—	—	—	—

* Subvention commune de $5,000 octroyée à Carleton et Ottawa.

* *$5,000 share grant between Carleton and Ottawa.*

TABLEAU II — *TABLE II*

université *university*	BIOLOGIE — *BIOLOGY*				CHIMIE — *CHEMISTRY*				PHYSIQUE — *PHYSICS*			
	Subventions de recherche [4] — *Operating grants* [4]		Subventions à l'achat [5] — *Major equipment grants* [5]		Subventions de recherche [6] — *Operating grants* [6]		Subventions à l'achat [7] — *Major equipment grants* [7]		Subventions de recherche [8] — *Operating grants* [8]		Subventions à l'achat [9] — *Major equipment grants* [9]	
	$	no	$	no	$	no	$	no	$	no	$	no
Laval	119,575	(27)	11,500	(2)	83,000	(12)	55,000	(1)	57,300	(7)	—	—
Loyola	2,500	(1)	—	—	6,500	(3)	—	—	7,500	(3)	—	—
Manitoba	192,350	(27)	22,465	(2)	76,885	(16)	62,500	(3)	90,050	(16)	40,000	(2)
McGill	347,079[x]	(45)	14,000	(2)	212,900	(19)	41,000	(3)	95,000	(8)	28,000	(2)
McMaster	91,031	(13)	—	—	160,400	(18)	—	—	203,000	(19)	162,000	(3)
Memorial	25,844	(7)	—	—	30,600	(6)	30,000	(1)	15,000	(4)	—	—
Moncton	—	—	—	—	4,500	(1)	—	—	3,500	(1)	—	—
Montréal	98,500	(16)	9,280	(1)	119,000	(23)	72,500	(3)	57,000*	(4)	30,000	(1)
Mt. Allison	12,000	(2)	—	—	21,000	(4)	—	—	—	—	—	—
U. New Brunswick	32,526	(11)	45,000	(1)	60,500	(10)	—	—	10,000	(2)	15,000	(1)
Notre Dame U.	5,000	(1)	—	—	1,000	(1)	—	—	—	—	—	—
Ottawa	84,000	(14)	22,000	(3)	121,500	(13)	10,500	(1)	44,500	(7)	25,000**	(1)
Queen's	113,195	(18)	7,182	(1)	121,880	(18)	—	—	23,200	(6)	16,000	(1)
St. Dunstan's	—	—	—	—	2,000	(1)	—	—	—	—	—	—
St. F. Xavier	12,500	(3)	—	—	35,500	(8)	15,000	(1)	14,700	(3)	—	—

[x] Incl. Macdonald College.

* Incl. École polytechnique de Montréal.

** Excl. une subvention commune de $5,000 versée à Carleton et Ottawa.

** *Excl. $5,000 share grant between Carleton and Ottawa.*

TABLEAU II — *TABLE II*

université / *university*	BIOLOGIE — *BIOLOGY*				CHIMIE — *CHEMISTRY*				PHYSIQUE — *PHYSICS*			
	Subventions de recherche [4] — *Operating grants* [4]		Subventions à l'achat [5] — *Major equipment grants* [5]		Subventions de recherche [6] — *Operating grants* [6]		Subventions à l'achat [7] — *Major equipment grants* [7]		Subventions de recherche [8] — *Operating grants* [8]		Subventions à l'achat [9] — *Major equipment grants* [9]	
	$	no	$	no	$	no	$	no	$	no	$	no
St. John's	—	—	—	—	3,000	(1)	—	—	—	—	—	—
St. Paul's	—	—	—	—	2,000	(1)	—	—	750	(1)	—	—
Saskatchewan	227,300	(33)	36,800	(2)	123,500	(18)	—	—	83,500	(9)	—	—
Sherbrooke	21,800	(6)	—	—	23,000	(6)	—	—	3,500	(1)	—	—
Simon Fraser	21,872	(6)	15,600	(1)	39,773	(10)	15,000	(1)	55,700	(9)	13,000	(1)
Sir George Williams	—	—	—	—	3,000	(2)	—	—	4,500	(2)	—	—
Toronto	335,965	(55)	34,000	(1)	306,000	(37)	46,680	(2)	319,900	(32)	41,000	(5)
Trent	11,656	(3)	15,000	(2)	14,000	(4)	—	—	3,500	(1)	—	—
United	—	—	—	—	1,000	(1)	—	—	—	—	—	—
Victoria	44,035	(12)	—	—	16,000	(6)	—	—	20,500	(6)	10,000	(1)
Waterloo	42,095	(10)	—	—	61,000	(17)	—	—	47,300	(11)	12,000	(2)
Western	103,750	(24)	—	—	137,750	(20)	—	—	90,550	(17)	—	—
Windsor	29,115	(8)	—	—	42,200	(10)	30,000	(1)	41,000	(9)	18,000	(1)
York	15,750	(5)	—	—	2,000	(1)	30,000	(1)	20,150	(2)	20,000	(1)
TOTAL	3,007,414	(539)	385,417	(32)	2,533,873	(402)	699,005	(28)	1,624,100	(226)	478,000	(29)

TABLEAU III

TABLE III

université / university	SCIENCES DE LA TERRE — *EARTH SCIENCES*				GÉNIE — *ENGINEERING*				GÉNIE CHIMIQUE ET MÉTALLURGIQUE — *CHEMICAL AND METALLURGICAL ENGINEERING*			
	Subventions de recherche [10] — *Operating grants [10]*		Subventions à l'achat [11] — *Major equipment grants [11]*		Subventions de recherche [12] — *Operating grants [12]*		Subventions à l'achat [13] — *Major equipment grants [13]*		Subventions de recherche [14] — *Operating grants [14]*		Subventions à l'achat [15] — *Major equipment grants [15]*	
	$	no	$	no	$	no	$	no	$	no	$	no
Alberta	85,650	(13)	25,000	(1)	115,000	(13)	5,500	(1)	52,924	(11)	14,000	(1)
Brandon	1,250	(1)	9,511	(1)	—	—	—	—	—	—	—	—
U. of B.C.	106,200	(16)	—	—	198,768	(15)	21,050	(2)	104,497	(15)	49,000	(2)
Calgary	22,800	(6)	15,000	(1)	33,960	(7)	—	—	—	—	—	—
Carleton	18,375	(4)	—	—	20,300	(6)	—	—	2,000	(1)	—	—
Dalhousie	31,500	(4)	12,400	(1)	—	—	—	—	—	—	—	—
Guelph	23,500	(2)	—	—	5,300	(2)	—	—	6,000	(1)	—	—
Jean-de-Brébeuf	1,300	(1)	—	—	—	—	—	—	—	—	—	—
Laurentienne	—	—	52,064	(1)	—	—	—	—	5,000	(1)	—	—
Laval	23,000	(5)	24,000	(1)	124,650	(22)	108,555	(4)	56,065	(11)	12,560	(2)
Loyola	3,500	(1)	—	—	—	—	—	—	—	—	—	—
Manitoba	43,374	(8)	23,100	(2)	36,824	(12)	—	—	2,000	(1)	—	—
McGill	188,850[x]	(26)	25,000	(1)	100,960	(16)	18,500	(2)	70,100	(15)	4,000	(1)
McMaster	89,500	(14)	11,800	(1)	60,970	(12)	15,500	(2)	94,075	(13)	38,000	(2)
Memorial	26,125	(6)	—	—	—	—	—	—	—	—	—	—

[x] incl. Macdonald College.

TABLEAU III

TABLE III

université *university*	SCIENCES DE LA TERRE — *EARTH SCIENCES*				GÉNIE — *ENGINEERING*				GÉNIE CHIMIQUE ET MÉTALLURGIQUE — *CHEMICAL AND METALLURGICAL ENGINEERING*			
	Subventions de recherche [10] — *Operating grants [10]*		Subventions à l'achat [11] — *Major equipment grants [11]*		Subventions de recherche [12] — *Operating grants [12]*		Subventions à l'achat [13] — *Major equipment grants [13]*		Subventions de recherche [14] — *Operating grants [14]*		Subventions à l'achat [15] — *Major equipment grants [15]*	
	$	no	$	no	$	no	$	no	$	no	$	no
Montréal	43,694*	(9)	—	—	22,700*	(4)	—	—	10,350*	(2)	—	—
Mt. Allison	5,500	(1)	2,502	(1)	—	—	—	—	850	(1)	—	—
U. New Brunswick	41,500	(8)	—	—	28,335	(7)	8,700	(1)	30,000	(6)	9,500	(1)
Nova Scotia T.	12,800	(3)	—	—	71,350	(18)	20,000	(1)	21,359	(7)	—	—
Ottawa	7,900	(3)	—	—	47,424	(5)	33,000	(2)	40,400	(6)	—	—
Queen's	47,900	(9)	—	—	93,001	(13)	—	—	44,350	(9)	—	—
St. F. Xavier	4,300	(2)	—	—	—	—	—	—	—	—	—	—
Saskatchewan	47,000	(12)	49,500	(1)	127,500	(20)	5,000	(1)	18,000	(5)	—	—
Sherbrooke	7,000	(3)	—	—	9,750	(3)	—	—	—	—	—	—
Sir G. Williams	—	—	—	—	4,000	(2)	—	—	—	—	—	—
Toronto	137,800	(23)	9,960	(1)	275,645	(36)	40,572	(4)	161,500	(21)	20,000	(1)
Victoria	3,500	(1)	—	—	—	—	—	—	—	—	—	—
Waterloo	27,600	(7)	—	—	177,775	(37)	29,700	(2)	57,000	(15)	—	—
Waterloo Luth.	2,000	(1)	—	—	—	—	—	—	—	—	—	—
Western	72,500	(14)	—	—	35,850	(6)	—	—	10,500	(3)	—	—
Windsor	6,500	(2)	—	—	41,880	(11)	—	—	42,804	(9)	—	—
TOTAL	1,132,418	(205)	259,837	(13)	1,631,942	(267)	306,077	(22)	829,774	(153)	147,060	(10)

* incl. École polytechnique de Montréal.

TABLEAU IV

TABLE IV

université / *university*	MATHÉMATIQUES PURES ET APPLIQUÉES — *PURE AND APPLIED MATHEMATICS*		OCÉANOGRAPHIE ET LIMNOLOGIE — *OCEANOGRAPHY AND LIMNOLOGY*		CYBERNÉTIQUE — *COMPUTER FACILITIES AND RESEARCH*		RECHERCHE SPATIALE — *SPACE RESEARCH*			
	Subventions de recherche [16] — *Operating grants* [16]		Subventions de recherche [17] — *Operating grants* [17]		Subventions [18] — *Grants* [18]		Subventions de recherche [19] — *Operating grants* [19]		Subventions à l'achat [20] — *Major equipment grants* [20]	
	$	no	$	no	$	no	$	no	$	no
Acadia	1,300	(1)	—	—	—	—	—	—	—	—
Alberta	55,700	(1)	—	—	77,800	(2)	—	—	—	—
Bishop's	—	—	—	—	5,100	(1)	—	—	—	—
U. of B.C.	43,700	(4)	120,000	(1)	82,000	(1)	—	—	—	—
Calgary	4,500	(1)	—	—	19,500	(1)	40,000	(2)	10,000	(1)
Carleton	—	—	—	—	13,000	(1)	—	—	—	—
Dalhousie	—	—	120,000	(1)	8,800	(1)	—	—	—	—
Guelph	—	—	—	—	17,300	(1)	—	—	—	—
Laval	—	—	—	—	51,250	(2)	—	—	—	—
Manitoba	10,100	(1)	—	—	16,700	(2)	—	—	—	—
McGill	40,000	(1)	—	—	92,000	(2)	—	—	—	—
McMaster	27,950	(5)	—	—	68,500	(1)	—	—	—	—
Memorial	—	—	—	—	9,200	(1)	—	—	—	—
Moncton	—	—	—	—	12,300	(1)	—	—	—	—
Montréal	49,800	(9)	—	—	67,500	(1)	10,000	(1)	—	—
Mt. Allison	—	—	—	—	4,700	(1)	—	—	—	—
U. New Brunswick	—	—	—	—	19,800	(1)	—	—	—	—

TABLEAU IV — *TABLE IV*

université / *university*	MATHÉMATIQUES PURES ET APPLIQUÉES — *PURE AND APPLIED MATHEMATICS*		OCÉANOGRAPHIE ET LIMNOLOGIE — *OCEANOGRAPHY AND LIMNOLOGY*		CYBERNÉTIQUE — *COMPUTER FACILITIES AND RESEARCH*		RECHERCHE SPATIALE — *SPACE RESEARCH*			
	Subventions de recherche [16] — *Operating grants [16]*		Subventions de recherche [17] — *Operating grants [17]*		Subventions [18] — *Grants [18]*		Subventions de recherche [19] — *Operating grants [19]*		Subventions à l'achat [20] — *Major equipment grants [20]*	
	$	no	$	no	$	no	$	no	$	no
Nova Scotia Tech.	—	—	—	—	3,000	(1)	—	—	—	—
Ottawa	10,000	(4)	—	—	24,000	(1)	—	—	—	—
Queen's	8,000	(2)	—	—	24,500	(1)	—	—	—	—
St. F. Xavier	—	—	—	—	9,100	(1)	—	—	—	—
Saskatchewan	1,150	(1)	—	—	42,100	(2)	80,000	(4)	—	—
Sherbrooke	200	(1)	—	—	2,500	(1)	—	—	—	—
Simon Fraser	4,700	(3)	—	—	—	—	—	—	—	—
Sir G. Williams	—	—	—	—	7,100	(1)	—	—	—	—
Toronto	21,900	(4)	95,000	(1)	70,900	(6)	25,000	(1)	—	—
Trent	2,000	(1)	—	—	—	—	—	—	—	—
Victoria	—	—	—	—	12,900	(1)	—	—	—	—
Waterloo	23,600	(1)	—	—	71,200	(4)	—	—	—	—
Western	6,600	(4)	—	—	61,300	(3)	15,000	(1)	—	—
Windsor	5,200	(3)	—	—	14,200	(1)	—	—	—	—
York	—	—	—	—	10,000	(1)	10,000	(1)	—	—
TOTAL	316,400	(47)	335,000	(3)	918,250	(44)	180,000	(10)	10,000	(1)

TABLEAU V — *TABLE V*

université — *university*	RECHERCHES DENTAIRES — *DENTAL RESEARCH*		PSYCHOLOGIE EXPÉRIMENTALE — *EXPERIMENTAL PSYCHOLOGY*				COMMISSION DE CONTRÔLE DE L'ÉNERGIE ATOMIQUE — *ATOMIC ENERGY CONTROL BOARD*	
	Subventions de recherche 21 — *Operating grants 21*		Subventions de recherche 22 — *Operating grants 22*		Subventions à l'achat 23 — *Major equipment grants 23*		Subventions 24 — *Grants 24*	
	$	no	$	no	$	no	$	no
Alberta	29,050	(8)	33,700	(7)	—	—	105,000	(1)
U. of B.C.	13,000	(3)	5,699	(3)	—	—	270,000	(2)
Calgary	—	—	13,400	(6)	—	—	—	—
Carleton	—	—	4,300	(1)	—	—	—	—
Dalhousie	7,000	(3)	40,514	(8)	—	—	—	—
Laval	—	—	—	—	—	—	190,000	(1)
Manitoba	83,100	(9)	5,000	(1)	—	—	180,000	(1)
McGill	18,700	(4)	46,600	(6)	—	—	170,000	(1)
McMaster	—	—	59,325	(9)	—	—	185,000	(1)
Memorial	—	—	4,600	(1)	—	—	—	—
Montréal	14,900	(3)	5,000	(1)	—	—	24,200	(1)
U. New Brunswick	—	—	3,500	(1)	—	—	—	—
Ottawa	—	—	2,000	(1)	—	—	—	—
Queen's	—	—	19,650	(5)	—	—	130,800	(1)
Saskatchewan	—	—	11,500	(3)	—	—	345,000	(2)
Simon Fraser	—	—	2,101	(1)	—	—	—	—
Sir G. Williams	—	—	4,600	(1)	—	—	—	—
Toronto	50,450	(10)	79,400	(14)	20,000	(1)	—	—
Waterloo	—	—	40,210	(9)	—	—	—	—
Western	—	—	14,000	(4)	—	—	—	—
Windsor	—	—	4,500	(1)	—	—	—	—
York	—	—	28,075	(7)	—	—	—	—
TOTAL	216,200	(40)	427,674	(90)	20,000	(1)	1,600,000	(11)

université / *university*	total				GRAND TOTAL
	Subventions de recherche — *Operating grants*		Subventions à l'achat — *Major equipment grants*		
	$	no	$	no	$
Acadia	21,550	(8)	—	—	21,550
Alberta	1,205,961	(155)	259,880	(11)	1,465,841
Bishop's	16,265	(6)	—	—	16,265
Brandon	3,750	(3)	9,511	(1)	13,261
U. of B.C.	1,747,483	(171)	224,095	(16)	1,971,578
Brock	8,240	(4)	—	—	8,240
Calgary	264,860	(41)	34,000	(3)	298,860
Carleton	175,300	(38)	55,300[x]	(4)	230,600[x]
Dalhousie	366,134	(51)	37,400	(4)	403,534
Guelph	184,595	(48)	15,470	(2)	200,065
Institut de microbiologie de Montréal	5,000	(1)	17,220	(1)	22,220
Jean-de-Brébeuf	2,300	(2)	—	—	2,300
Lakehead	5,760	(1)	—	—	5,760
Laurentienne	10,450	(4)	52,064	(1)	62,514
Laval	704,840	(87)	211,615	(10)	916,455
Loyola	20,000	(8)	—	—	20,000
Manitoba	736,383	(94)	148,065	(9)	884,448
McGill	1,382,189	(143)	130,500	(11)	1,512,689
McMaster	1,039,751	(105)	227,300	(8)	1,267,051
Memorial	111,369	(25)	30,000	(1)	141,369
Moncton	20,300	(3)	—	—	20,300
Montréal	522,644	(74)	111,780	(5)	634,424
Mt. Allison	44,050	(9)	2,502	(1)	46,552

[x] Incl. une subvention commune de $5,000 décernée à Carleton et Ottawa.

[x] *Incl. $5,000 share grant between Carleton and Ottawa.*

TABLEAU VI *TABLE VI*

université *university*	total Subventions de recherche — *Operating grants*		Subventions à l'achat — *Major equipment grants*		GRAND TOTAL
	$	no	$	no	$
U. New Brunswick	226,161	(46)	78,200	(4)	304,361
Notre Dame	6,000	(2)	—	—	6,000
Nova Scotia Tech.	108,509	(29)	20,000	(1)	128,509
Ottawa	381,724	(54)	90,500*	(7)	472,224*
Queen's	626,476	(82)	23,182	(2)	649,658
St. Dunstan's	2,000	(1)	—	—	2,000
St. F. Xavier	76,100	(17)	15,000	(1)	91,100
St. John's	3,000	(1)	—	—	3,000*
St. Paul's	2,750	(2)	—	—	2,750
Saskatchewan	1,106,550	(109)	91,300	(4)	1,197,850
Sherbrooke	67,750	(21)	—	—	67,750
Simon Fraser	124,146	(29)	43,600	(3)	167,746
Sir G. Williams	23,200	(8)	—	—	23,200
Toronto	1,879,460	(240)	212,212	(15)	2,091,672
Trent	31,156	(9)	15,000	(2)	46,156
United	1,000	(1)	—	—	1,000
Victoria	96,935	(26)	10,000	(1)	106,935
Waterloo	547,780	(111)	41,700	(4)	589,480
Waterloo Luth.	2,000	(1)	—	—	2,000
Western	547,800	(96)	—	—	547,800
Windsor	227,399	(54)	48,000	(2)	275,399
York	85,975	(17)	50,000	(2)	135,975
TOTAL	14,773,045	(2037)	2,305,396	(136)	17,078,441

* Excl. une subvention commune de $5,000 accordée à Carleton et Ottawa.

* *Excl. $5,000 share grant between Carleton and Ottawa.*

APPAREILS MAJEURS SPÉCIAUX

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SPECIAL MAJOR INSTALLATIONS

université *university*	Subventions de recherche [25] — *Operating grants [25]*		Subventions à l'achat [26] — *Major equipment grants [26]*		TOTAL
	$	no	$	no	$
Laval	—	—	80,000	(1)	80,000
Memorial	50,000	(1)	50,000	(1)	100,000
Montréal	90,000	(1)	226,000	(1)	316,000
U. New Brunswick	—	—	80,000	(1)	80,000
Ottawa — Carleton	25,000	(1)	—	—	25,000
Toronto	125,000	(1)	—	—	125,000
Western	—	—	25,000	(1)	25,000
TOTAL	290,000	(4)	461,000	(5)	751,000

Sources

1 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, Conseil national de recherches, Ottawa, 1965-1966, p. 35.

2 Bulletin de l'A.C.P.U., tome 15, no 2, décembre 1966, p. 55.

3 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, Conseil national de recherches, Ottawa, 1964-1965, p. 50.
Bulletin de l'A.C.P.U., tome 15, no 2, décembre 1966, p. 55.

4 Compte rendu annuel sur l'aide apportée à la recherche scientifique dans les universités, Conseil national de recherches, Ottawa, 1965-1966, pp. 47-78.

5 ibid., pp. 79-80.

6 ibid., pp. 92-113.

7 ibid., pp. 114-115.

8 ibid., pp. 159-170.

9 ibid., pp. 171-172.

10 ibid., pp. 122-133.

11 ibid., p. 134.

12 ibid., pp. 135-149.

13 ibid., pp. 150-151.

14 ibid., pp. 81-90.

15 ibid., p. 91.

16 ibid., pp. 173-175.

17 ibid., p. 158.

18 ibid., pp. 116-118.

19 ibid., p. 176.

20 ibid., p. 176.

21 ibid., pp. 119-121.

22 ibid., pp. 152-156.

23 ibid., p. 157.

24 ibid., p. 178.

25 ibid., p. 177.

26 ibid., p. 177.

References

1 *Annual Report on Support of University Research, National Research Council, Ottawa, 1965-1966, p. 14.*

2 *C.A.U.T. Bulletin, Volume 15, No. 2, December 1966, p. 55.*

3 *Annual Report on Support of University Research, National Research Council, Ottawa, 1964-1965, p. 16.*

C.A.U.T. Bulletin, Volume 15, No. 2, December 1966, p. 55.

4 *Annual Report on Support of University Research, National Research Council, Ottawa, 1965-1966, pp. 47-78.*

5 *Ibid., pp. 79-80.*

6 *Ibid., pp. 92-113.*

7 *Ibid., pp. 114-115.*

8 *Ibid., pp. 159-170.*

9 *Ibid., pp. 171-172.*

10 *Ibid., pp. 122-133.*

11 *Ibid., p. 134.*

12 *Ibid., pp. 135-149.*

13 *Ibid., pp. 150-151.*

14 *Ibid., pp. 81-90.*

15 *Ibid., p. 91.*

16 *Ibid., pp. 173-175.*

17 *Ibid., p. 158.*

18 *Ibid., pp. 116-118.*

19 *Ibid., p. 176.*

20 *Ibid., p. 176.*

21 *Ibid., pp. 119-121.*

22 *Ibid., pp. 152-156.*

23 *Ibid., p. 157.*

24 *Ibid., p. 178.*

25 *Ibid., p. 177.*

26 *Ibid., p. 177.*

C.A.U.T. STATEMENT ON UNIVERSITY GRANTS COMMISSIONS

The text of the following statement was approved by the Council of C.A.U.T. at its December meeting, and has been sent to the heads of provincial governments and other officials.

The implementation of the proposals recently made by the federal government in connection with the financing of universities will increase the direct dependency of universities on the governments of the provinces. In view of this fact, the Canadian Association of University Teachers urgently draws the attention of members of governments and of the public to the increased importance of its recommendations on these matters.

As the Association said in a public statement in 1964, "We should like to emphasize that financial policy with respect to universities cannot be divorced from academic policy. All financial decisions have academic implications and all decisions on academic policy have financial implications. The formulation of academic policy, by its nature, should be primarily the responsibility of faculty members, acting through the academic bodies in the universities, while the execution of such policies is primarily the responsibility of the administrative officers in the universities. It is never sufficient to confine consultation to university administrations where matters relating to academic policy are at stake."

In February 1966, in a statement submitted to the leaders of federal and provincial governments, the Association reaffirmed this view and made specific proposals for implementing the principles involved. With a growing sense of the urgency of events, it now renews these proposals, noting in doing so that they represent principles which were strongly supported by the Bladen Commission on the Financing of Higher Education in Canada and by the Duff/Berdahl Commission on University Government in Canada.

Recognizing that some provincial governments have established grants commissions and that others are proceeding towards them, the Association again states its emphatic support of the recommendation of the Bladen Commission that in order to make possible rational planning for universities as to both capital and operating costs, every province

should establish a Grants Commission, with strong academic representation. The function of such a Commission is to advise the provincial government on the needs of universities and the distribution of public grants among them.

The Association stresses that adequate recognition of the needs and interests of the universities requires a majority of the members of a Grant Commission to be active academic members of the university community, and recommends that these members be chosen jointly by the Presidents of the universities and of the associations of university teachers in a province. It further recommends that a Grants Commission should have a full-time chairman, who should be an academic, and that such a Commission should have an adequate budget and fully qualified staff.

It is the view of the Canadian Association of University Teachers that the failure of governments to give effect to such proposals as these will inevitably have most dangerous and deplorable effects on the quality and worth of higher education in Canada, effects that will be felt not only by the faculty and students who are engaged in it but by the whole of our society.

COMMUNIQUÉ DE L'A.C.P.U. : COMITÉS DE SUBVENTIONS CHARGÉS DU FINANCEMENT DES UNIVERSITÉS

Le conseil de l'A.C.P.U. réuni en décembre a adopté le texte de ce communiqué qui fut adressé aux chefs du gouvernement des provinces et à quelques autres membres de ces gouvernements.

La mise en œuvre des récentes propositions du gouvernement fédéral relatives au mode de financement des universités accentuera la dépendance immédiate des universités envers le gouvernement des provinces. Consciente des conséquences qui puissent découler de ces recommandations, l'Association canadienne des professeurs d'université désire instamment saisir les membres du gouvernement et l'opinion publique de l'importance accrue de cette question.

Dès mille neuf cent soixante-quatre, l'Association invoquait la position suivante dans un mémoire rendu public : « Nous désirons souligner que la politique de financement des universités ne peut être séparée de la politique strictement universitaire. Toute décision financière porte ses conséquences au niveau universitaire; toute décision d'ordre universitaire se répercute dans le domaine du financement. L'élaboration

d'une politique universitaire, par sa nature même, relève en premier lieu de la responsabilité des professeurs; le corps professoral participe aux décisions par l'intermédiaire des professeurs qui sont membres des cadres chargés d'élaborer cette politique. Toutefois, la réalisation de cette politique est du ressort des membres du personnel administratif de l'université. Nous croyons fermement que toute question reliée à la politique de l'université ne peut être étudiée par les seuls membres qui composent les cadres administratifs de l'université. »

Dans le mémoire de février mille neuf cent soixante-six à l'intention des chefs des partis politiques des gouvernements du Canada et des provinces, l'Association maintenait sa position et soumettait des recommandations particulières pour la mise en application de ces principes. Par suite des modifications à la politique de financement du gouvernement fédéral, l'Association, mesurant les effets de cette nouvelle politique, a le devoir de réaffirmer les principes qu'elle met de l'avant depuis quelques années. D'ailleurs ces principes sont en tout conformes aux recommandations formulées dans le rapport de la Commission d'enquête Bladen sur le financement de l'enseignement supérieur au Canada et le rapport de la Commission d'étude Duff-Berdahl sur les structures administratives des universités.

Quelques législatures provinciales ont déjà voté une loi établissant un comité pour l'étude des subventions aux établissements d'enseignement supérieur. Comme dans le passé, l'Association endosse vigoureusement la recommandation de la Commission d'enquête Bladen : chaque province doit se doter d'un comité de subventions aux universités dans le but de permettre une planification rationnelle des coûts d'investissement et de fonctionnement des universités. Ce comité, composé de professeurs, a pour fonction d'instruire le gouvernement des besoins des universités et de la distribution de l'ensemble des deniers publics entre elles.

L'Association insiste sur le nécessité, au sein du comité des subventions, d'une représentation majoritaire des professeurs, membres actifs de la communauté universitaire, pour que l'ordre des besoins et l'intérêt des universités soient assurés. Nous recommandons que ces membres du comité des subventions soient choisis conjointement par les recteurs et les associations des professeurs des universités de la province; que le président du comité des subventions soit un professeur et qu'il soit employé à temps complet; que le budget du comité des subven-

tions soit suffisant; que les qualités du personnel attaché au comité des subventions soient proportionnelles aux besoins.

Que le gouvernement des provinces ne donne suite aux recommandations de l'Association canadienne des professeurs d'université, il est hors de tout doute que des effets pernicieux et déplorables se porteront sur la qualité et la valeur de l'enseignement supérieur au Canada. Non seulement les professeurs et les étudiants subiront les conséquences mais aussi la société entière.

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BOOK REVIEWS — NOTES DE LECTURE

GOVERNMENTS AND THE UNIVERSITY

The Frank Gerstein Lectures

York University, Toronto: Macmillan, 1966

The publication of the 1966 Frank Gerstein Lectures delivered at York University is most timely. Having already attracted wide attention when presented, these four lectures are now made available to a much wider audience.

Given recent developments in the method of financing higher education in Canada, particularly the shifting of responsibility for providing operating grants to universities from the federal to the provincial level, the issue of the relations between governments and universities assumes greater importance. Members of government and of the universities, and also the general public, may consult this volume with profit in order to gain a good introduction to some of the major problems.

Those responsible for the lectures invited three representatives of the university and one of government to participate, thereby illustrating a remark made by Honourable William G. Davis, Minister of Education and Minister of University Affairs of the Province of Ontario, that so far "the academic community has been heard more frequently and... has been more articulate in expressing viewpoints about what the appropriate relationship should be..." (p. 23).

Mr. Davis is certainly an articulate spokesman on behalf of government and since he directs his remarks to the present situation in Ontario his paper gives a good indication of what the provincially assisted universities in Ontario may expect from the government of that province. While lauding the encouraging signs that the universities are capable of meeting current challenges, Mr. Davis goes on (with understatement more befitting an academic than a politician) to indicate some areas where, "in the opinion of one who is outside the university world, improvement may be possible". Among other things, the Ontario Minister of University Affairs would like to see greater economy in university operations, less non-constructive competition among the

universities, and greater sub-ordination of individual institutional ambitions for the sake of the commonweal. No-one will quarrel with such aims; some will disagree with ways in which Mr. Davis considers these aims are best to be attained.

Sir William Mansfield Cooper, Vice-Chancellor of the University of Manchester, and Professor Thomas R. McConnell, Chairman of the Center for Research and Development in Higher Education at the University of California, Berkeley, speak from their own rich experience.

As sketched by Cooper, mainly by reference to the evolution of the University Grants Commission, the relation of government and university in the United Kingdom presents a fascinating paradox to Canadian academics. On the one hand, a small commission composed of a majority of academics is responsible for advising the government on the financial needs of the universities. It receives from the government block grants for five-year periods and distributes the funds at its discretion among the universities. This seems almost an ideal way to ensure university autonomy. On the other hand, the universities are required to follow unit-cost formula when undertaking the construction of new physical facilities and may not improve upon the established standards for construction even through the use of supplementary private monies. This strikes Canadians as rather too much governmental interference in university affairs. Yet contemporary British universities operate under such regulations.

Professor McConnell's lecture is the most comprehensive and contains many thought-provoking comments. For example, in discussing the susceptibility of public universities in the United States to political pressures, he points out that one device for protecting the prerogatives of the university is to provide for academic self-government. While expressing his own support for such a pattern, he remarks wryly, "Academic self-government is not the American way" (p. 73).

Advocates of the California system of higher education might reflect upon the judgment of one with long experience in the system that, "The State Department of Finance has continuously eroded the autonomy and authority of the University of California" (p. 78). Yet McConnell is a strong advocate of the need for a state *system* of higher education in which there is a co-ordinating body having statutory authority; and he is critical of the British U.G.C. for its inadequate performance to date in these matters.

Mgr. Alphonse-Marie Parent, Vice Rector of Université Laval, is the most critical of prevailing attitudes in the university towards government. He judges that the universities are at once too defensive and too protective about their established rights and not sufficiently willing to accept new responsibilities and to develop ways of preparing to meet them. He mentions the essential conservatism of the professoriate and even joins Clark Kerr in illustrating his judgment on this point by quoting the notorious remark of F. M. Cornford that, "Nothing should ever be done for the first time." Surely every man, especially if he is a distinguished Plato scholar, can be permitted one such moment, without succeeding generations of his academic colleagues having the canard constantly tossed at them.

However, Mgr. Parent is the lecturer who speaks out most clearly and vigorously in favour of the establishment of a new system whereby professors participate in the administration and direction of the university. When this has been accomplished, he says, the present relationship between administration and professors, which is that of employer to employee, is likely to change completely.

> "So (too) the relationship between the government and the universities will no longer be one of ruler and ruled, of purveyor of funds and user of same, when a government organization is set up in which universities and governments discuss together the administrative and financial problems of universities, the social functions that the collectivity must expect of them, and the part and share of both government and universities in achieving these tasks." (p. 63)

While I do not accept the judgment of President Murray Ross in his brief Foreword to the volume that the present significant changes in the nature of our universities are occurring with little conscious thought and study of them by university academics, I can only applaud the publication of this volume. It is a most welcome addition to the small quantity of literature on the subject in Canada and a valuable aid for stimulating further serious debate.

E. J. M.

BRITISH UNIVERSITIES ANNUAL 1966

Edited by Alan L. Binns

The Association of University Teachers, London, 1966

This annual review of university affairs in Great Britain, published by the Association of University Teachers, provides a handy com-

pendium of information on developments in higher education there during the academic year 1965-66. The volume is organized around two main themes: the Franks Report on Oxford and what is loosely described in the Foreword as "an examination of university hierarchy and its implications for university building, government and social contacts". Both themes provide material of interest to members of the Canadian university community.

Two reviews are presented on the Franks Report, one an inside view, the other an outside one — and rather different views they are. Professor Leslie Brook of Manchester, while giving full marks to the Commission for the thoroughness of its work, remarks somewhat acidulously that the firm conviction of the Commissioners concerning the superiority of Oxford seems to have clouded their judgment. "An outsider," he observes, "cannot help noticing how many of the proposed reforms have long been commonplaces at more modern universities" (p. 11), a remark, of course, which reflects his view of Oxford rather than of the Report.

Professor Michael Brock, himself a member of Oxford Congregation, is on the whole much more favourably disposed both towards Oxford and the Report. Although he reviews summarily a number of previously published negative comments on the Report and adds a few of his own, and concedes that the Oxford system (like that of the British government) is as hard to reform as it is to export, Brock states forthrightly: "This is a great report which can do much for Oxford" (p. 19). A reviewer at this distance, lacking first-hand knowledge of Oxford, cannot properly assess the validity of the viewpoints expressed. However, the two pieces do provide further encouragement to take up the two-volume Franks Report itself.

The Section *Round the British Universities*, consisting of seven brief reports, presents a synoptic view of developments during the academic year just past. Much summary information is provided on a host of items, including academic matters, student enrolment and accomodation, staff, physical facilities, building programmes and the like. While undoubtedly useful to those wishing a handy reference, this Section is not of maximum use to a person seeking a comprehensive picture. More careful attention to securing greater uniformity in presentation of material, though unquestionably a restraint upon the individual reporters, would improve this modest defect.

Preoccupation with current issues affecting universities and governments in Canada caused me to be struck forcibly by two remarks made in Professor Mann's brief essay *In Retrospect*: his note that the past year has seen many references, both veiled and open, to the need for universities to become more efficient; and his quotation from the London *Times* about the function of the University Grants Commission. "For many years the committee represented university views to the government. In its modern role it frequently tends to represent government policy to the universities" (p. 113).

The concluding essay in the volume, by Professor W. B. Palmer of Manchester on "University Government and Organization", is well worth careful reading by Canadian academics. Though somewhat uneven, the essay contains some perceptive remarks on one important area of university government to which more attention also needs to be paid in this country — the Department.

As Palmer points out, whereas faculties and faculty organization in the universities are typically regulated by statute, departments have merely grown up with little real attention having been devoted to them. Today, in a large university many serious academic decisions are made at the departmental level. But as to the way in which these decisions are made within the department, "the plain fact is that the University doesn't know and doesn't normally enquire". (p. 137)

Departments differ very much in the way in which they are administered; and practice varies all the way from some form of none too benevolent dictatorship practised by the head to serious attempts at achieving a departmental consensus through genuine debate at regular meetings involving the whole department. However, Palmer is surely right in stating that the common departmental system, in which the relation of members, especially junior ones, to the chairman or head is frequently one "very near that of direct employment", often seriously prejudices the proper development of academic values at the departmental level.

Palmer quotes with evident approval the recommendations of the Duff-Berdahl Report on the organization and governance of departments. Basic departmental policies should be approved collectively. The chairman, the "first among equals", should be apointed only after consultation with the faculty in the department. And there should be formal provision within the constitution of the university for depart-

mental boards, comprised of all the members of the academic staff of a department and responsible for the affairs of the department.

Let us hope that this section of the Duff-Berdahl Report will win acceptance among Canadian academics and its recommendations soon prevail in our institutions. No chain is stronger that its weakest link and there are signs that departmental organization in Canadian universities often lacks the requisite strength. It would be ironic if these virtues of the Duff-Berdahl Report, already recognized in Great Britain, were to pass largely unnoticed here in Canada.

E. J. M.

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Bishop's University, Lennoxville, Quebec. Lecturer or Assistant Professor, salary range $8,000-$9,000, *Animal Physiology*, preferably Vertebrate. Applicant with bio-chemical competence preferred could teach, jointly with Plant Physiologist, a course in Cellular Biology. Ph.D. completed or in near prospect. Interest in undergraduate teaching and research. Start August, 1967. Well equipped new facilities. Salary depending on qualifications and experience. Apply Dr. A. N. Langford, Head, Dept. of Biology.

University of British Columbia, Faculty of Education. The Speech Education department invites applications for the position of Assistant Professor, appointment for September 1967. Preference will be given to holders of the Ph.D. degree. The successful applicant will be expected to teach Speech Fundamentals (graduate level), to assist with remedial and evaluation work and to participate in developing a Masters' program. Knowledge of Oral Interpretation would be an asset. Salary to be negotiated. Send applications, etc. to Dean Neville Scarfe, Faculty of Education, U. of British Columbia, Vancouver 8.

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* Notices of positions vacant are carried free of charge. They should be sent to the Editor C.A.U.T. *Bulletin*, Room 603, 77 Metcalfe St., Ottawa 4, Ontario.

* L'insertion de l'annonce d'un poste vacant est gratuite. Veuillez faire parvenir toute annonce au Directeur du *Bulletin* de l'A.C.P.U., 77, rue Metcalfe, bureau 603, Ottawa 4, Ontario.

Brock University, St. Catharines, Ont. Dept. of Mathematics. (1) Professor of Mathematics, from $15,000 up; (2) Associate Professor of Mathematics, from $11,500 up; (3) Assistant Professor from $9,000 up. Those appointed at levels (1) and (2) will be expected to make a heavy contribution to the development of graduate and undergraduate courses. Applications are invited from Mathematicians with a strong background in one or more of the following fields: Classical Analysis; Geometry; Topology; Algebra; Applied Mathematics; Numerical Analysis. A complete, or near complete, Ph.D. degree or equivalent experience is essental. Applications should include the names of three referees and a detailed account of the applicant's qualifications and teaching experience, and be sent to: The Dean of Arts and Science, Brock University, St. Catharines, Ontario. It is hoped that computer facilities will be available from September 1967.

University of Calgary, Calgary, Alberta. Department of Modern Languages. Applications are invited for the position of Professor of French or Associate Professor of French. The Department is seeking a candidate with specialization in the Medieval period or the eighteenth century. Salary, dependent on qualifications: Professor $16,600, Associate Prof. $12,500-$16,550. Applications are also invited for positions at the instructor level. Salary: $6,725 to $8,950. Applications should be sent to the Head of the Department, and should include a list of publications or a transcript of record, curriculum vitae and the names of three referees.

Department of Economics. Applications are invited to fill two new positions at the Assistant or Associate Professor level to teach both undergraduate and graduate courses in: — (1) Transportation Economics, (2) Monetary Theory. Vacancies also exist for staff to teach Micro and Macro Theory at the undergraduate levels. Rank and salary will depend on qualifications and experience. The present salary scale is $8,325-$11,375 for Assistants and $11,475-$15,125 for Associate Professors. Applications, with curriculum vitae, and the names of three referees, should be sent to: — Dr. F. R. Anton, Head, Dept. of Economics, U. of Calgary, Calgary, Alberta.

Department of Psychology. Applications for appointment as Assistant and Associate Professors in 1967 are invited from psychologists with Ph.D. degrees and specialization or interest in any one or any combination of the following areas: experimental; child; social; learning; human physiological, sensory processes (particularly somaesthetic, vestivular

and chemical); multivariate analysis and computer science. Graduate education and research in the department centres on learning, perception and experimental psychopathology. Salary schedule: Assistants, $9,000 to $12,450; Associates, $12,500 to $16,550. Forward application with curriculum vitae and names of three referees to Dr. W. R. N. Blair, Head, Dept. of Psychology, U. of Calgary, Calgary, Alberta.

Department of English invites applications for appointments. Basic salary for an Assistant Professor is $8,325, for an Associate Professor $11,475, and for Professor $15,225. The University has good pension, insurance, and medical plans. Successful applicants are eligible for a removal grant. Applications should be addressed to Head, Department of English, University of Calgary, Alta.

Drama Division. Stage and costume designer with duties commencing September 1967. (1) Instructor $6,725-$8,950. (2) Assistant professor, $9,000-$12,450. (3) Associate professor, $12,005-$16,550.

Lakehead University, Port Arthur, Ontario. Social Sciences and Humanities, General and Honours level, and possibly Master's level. Department of Economics. Department of English. Department of History and Geography. Department of Languages — To teach French (French-Canadian Literature, or Symbolism, or Literature of the 18th century or earlier), or German, or Russian, or Spanish, or Finnish in combination with another language, or Latin possibly in combination with another language, or Linguistics; Department of Political Science — To teach Public Administration. Department of Psychology; Social Welfare — To inaugurate undergraduate courses; Department of Anthropology and Sociology. Salary commensurate with experience and qualifications, fully competitive. Appointment, July 1 or September 1, 1967. Send *curriculum vitae*, small photograph, and addresses of three referees to G. O. Rothney, Dean of Arts.

University of Lethbridge, Lethbridge, Alberta. Department of Mathematics. Applications invited from Mathematicians for any of the newly created positions in the Department of Mathematics at Lethbridge. (One position is in Statistics or Mathematical Statistics). Ph.D. or considerable experience beyond Masters required. Assistant Professor, $8,200-$11,250. Associate Professor, $11,350-$15,000. Professor, $15,000. Apply to The Chairman, Department of Mathematics, University of Lethbridge, Lethbridge, Alberta.

McMaster University, Hamilton, Ontario. School of Nursing. Applications invited for the position of Co-ordinator of Clinical Nursing Studies in the Bachelor of Science in Nursing Course. Applicants should have advanced qualifications in clinical nursing to a Master's degree level or its equivalent. Duties commencing July 1967. Please send curriculum vitae and two references to: Director, School of Nursing, McMaster University, Hamilton, Ontario.

Université de Moncton, Moncton, N.-B. Département de philosophie. Département de philosophie cherche pour l'année académique 1967-68 : Ph.D. ou M.Ph. ou L.Ph. (thèse de Ph.D. en préparation) Préf. spécialisé en phil. anc. et méd. Ecr. Directeur du département de philosophie, Dr. G. Hennuy.

St. John's College, Winnipeg 19, Manitoba. Applications are invited for the following positions: (1) Lecturer in Psychology. (2) Lecturer or Asst. Professor in Political Science, with special courses in International Relations. (3) Asst. Professor at a senior level in Sociology to handle the work of a growing department. (4) Lecturer in English with qualifications in either Eighteenth Century or Canadian Literature or both. Salary scales under negotiation but not lower than Asst. Professor $8,500, Associate $11,000, Lecturer by arrangement. Apply to Dean G. L. Brodersen, St. John's College, Dysart Road, Winnipeg 19. Applications in fields not listed would also be welcomed.

St. Dunstan's University, Charlottetown, Prince Edward Island. Professor to teach undergraduate Physical and Analytical Chemistry. Also one Professor to teach undergraduate Biochemistry and General Chemistry. Level, assistant or associate Professor, Ph.D. required. Both positions available September 1, 1967. Salary — open. Contact — Chairman, Department of Chemistry, St. Dunstan's University.

University of Saskatchewan, Saskatoon, Sask. Professor or Associate Professor and Head of the *Department of Curriculum Studies.* Successful teaching and administrative experience, and leadership in the development of curricula as evidenced by professional writing, administrative accomplishments, or significant research.

Department of Classics invites applications for two positions which will be vacant in July 1st, 1967, one at Associate Professor level (Ph.D., present salary range $11,500-$14,600), the other at Assistant Professor level (Ph.D. or near completion; present salary range $8,200-$11,100). Duties will include teaching Latin and Greek, and supervising research.

Applications, including *curriculum vitae* and the names of three referees should be sent to Dr. C. D. Pritchet, Head-Designate, Department of Classics.

Professor or Associate Professor and Head of the Institute for Child Guidance and Development. Facilities for the Institute for Child Guidance and Development will be provided in the new College of Education Building, anticipated in 1969. Some staff appointments will be made prior to that time in order that a program may be in operation by the time the facilities are ready. The twin purposes of the Institute are to stimulate research both with respect to the normal development of children and to academic and personal problems of children and to provide a laboratory for observation on part of undergraduate students and for contact on the part of graduate students who are preparing themselves for professional teaching duties.

Assistant or Associate Professor in Continuing Education. Primary responsibilities would be the teaching of foundation classes, the supervision of Master of Education Degree candidates, and the conduct of research in this area. Desirable qualifications: an advanced degree in Adult Education or Extension at doctoral level, preferably with major in Sociology, Psychology, or Economics.

Assistant Professors in Department of Curriculum Studies in Mathematics, Education and in Social Studies Education. Appointees expected to conduct classes in the teaching of their respective disciplines and in curriculum development at both elementary and secondary level. Desirable qualifications: an advanced degree, based on a sound foundation in the discipline, and successful teaching experience in the elementary or secondary schools.

Assistant Professor in Educational Administration. To conduct classes at both the undergraduate and graduate levels; to supervise graduate students, to participate in field surveys and research projects. Qualifications: an advanced degree, preferably at the doctoral level, in educational administration, successful teaching experience, and experience as a supervisor.

Assistant Professor in Educational Psychology. To teach undergraduate classes and graduate classes in Counselling. Qualifications: an advanced degree, preferably at the doctoral level, in Educational Psychology and successful teaching experience. Clinical or supervisory experience would be an asset.

Special Lecturer in Educational Psychology. To teach introductory and senior classes in Educational Psychology at the undergraduate level. Desirable qualifications include an advanced degree and successful teaching experience.

Assistant Professor in Kindergarten-Primary Education. Should have extensive training and experience in the education of pre-school children at the nursery-kindergarten level. Desirable qualifications: an advanced degree or equivalent and successful experience in administration or teacher education. Appointee would be expected to help develop a sequence of professional courses and experiences leading to specialization in kindergarten-primary studies.

Assistant Professor in Special Education with Special Competencies in the Teaching of Speech, Speech Reading, and Language to Deaf Children. Qualifications: an advanced degree, preferably at doctoral level, and successful experience in the teaching of deaf children. Appointee would be expected to teach undergraduate classes and conduct survey and research studies in his area of special competence.

Assistant Professor in Science Education. To conduct classes in the teaching of Science, both at the elementary and the secondary levels. Qualifications: an advanced degree in Physical Sciences, based upon a sound foundation in the academic discipline, and successful teaching experience in elementary or secondary schools.

One Associate and One Assistant Professor in Educational Foundations (Philosophy of Education, Educational Sociology, and History of Education). To teach undergraduate and graduate classes and to supervise graduate students. Qualifications: doctor's degree, with specialization in one of the above areas.

Assistant Professor in Special Education with Particular Competence in Speech and in the Teaching of Language and Other School Subjects to the Deaf. Qualifications: an advanced degree. Would be expected to undertake research and to do clinical work in the Institute for Child Guidance and Development.

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Associate Professor	$12,000 to $14,600
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Address inquiries to: Dean J. D. Kirkpatrick, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan.

Department of Philosophy. Two positions at level of Level of Lecturer or Assistant Professor. Will consider candidates with interests in any area but aesthetics. Applications: Professor Leonard Miller, Department of Philosophy, University of Saskatchewan, Saskatoon.

University of Saskatchewan Regina Campus, Regina, Saskatchewan. School of Administration. Assistant Professor and Full Professor. To assist in developing undergraduate program in administrative studies: to teach undergraduate classes; to conduct research; to assist in developing graduate program. Applications also accepted for position of Associate Professor. Direct inquiries or submit *curriculum vitae* and names and address of three referees to: W. G. Bolstad, Director, School of Administration, University of Saskatchewan Regina Campus, Regina, Saskatchewan.

Sir George Williams University, Montreal 25, Quebec. Physics Department. Applications are invited from Ph.D. Physicists with background and interest in experimental physics. Duties involve teaching and research. Appointments as of July, 1967. Contact: Dr. W. R. Raudorf, Chairman, Physics Department, Sir George Williams University, Montreal, Quebec.

Trent University, Peterborough, Ontario. Department of Chemistry. Chairman of the Department of Chemistry (new position); also two Demonstrators required with an honours degree in Chemistry. Applications, including full *curriculum vitae* and names of three references, should be addressed to T. H. B. Symons, President and Vice-Chancellor, Trent University, Peterborough, Ont.

University of Waterloo, Waterloo, Ontario. The University of Waterloo invites applications in the following fields, salary and rank dependent upon qualifications. Ph.D. or near. (1) French Canada. (2) U.S. history, with at least a minor in the colonial period. (3) Reformation and Northern European Renaissance. (4) South Slavic history. (5) Latin America, with a minor in either Spain or Portugal. Write K. A. MacKirdy, Acting Chairman, *Department of History.*

Department of Biology invites applications for faculty appointment in cellular biology, *Electron Microscopist.* From July 1st, 1967. Submit applications, with names of 2 referees, to Dr. H. B. Noel Hynes,

Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario.

Department of Biology invites applications for a faculty appointment in *Botany*. From July 1st, 1967. Salary according to qualifications. Applications, with names of two referees, to Dr. H. B. Noel Hynes, Chairman, Department of Biology. University of Waterloo, Ontario.

Department of Mechanical Engineering. Applications are invited for permanent and visiting appointments in Physical Metallurgy and Materials Science. Starting 1st September, 1967. Basic salary Assistant Professor, $8,500, Associate Professor $11,000 and Full Professor $15,000. Generous removal allowances are available to permanent appointees, and appointments may be made above minima. Apply: Dr. A. Plumtree, Faculty of Engineering, University of Waterloo, Waterloo, Ontario.

Waterloo Lutheran University, Waterloo, Ontario. Department of Psychology. Three positions at Assistant or Associate Professor level available September, 1967. Ph.D., with interest in teaching and directing research in following areas: developmental, social, physiological and experimental psychology. Minimum salaries for Associate — $11,000 and for Assistant level — $8,600 for eight month academic year. Write — Chairman, Department of Psychology, Waterloo Lutheran University, Waterloo, Ontario.

The University of Western Ontario, London, Ontario. Department of Botany. Applications invited for an addition to the Genetics group as from 1 July, 1967. Assistant Professor, salary not less than $9,500, or higher level, depending on qualifications. Moving allowance provided. Assistance in teaching elementary biology will be required. Applications: Dr. C. J. Hickman, Professor and Head, giving details of training, experience and research interests, together with the names of three referees.

College of Music. Two teaching positions in the area of theory. Preference will be given to applicants who are also active as practical music teachers and performers — especially in double reeds, strings or piano. Salary range from $7,500 to $11,500. Appointments effective July 1st, 1967; teaching to begin in mid-September.

Department of Zoology. Applications invited for positions of Assistant Professor, duties to commence July or September 1967. Preference

given to applicants specializing in genetics, histology (with experience in electron microscopy) or invertebrate zoology. Address applications to the Head, Department of Zoology, The University of Western Ontario, London, Ontario.

University of Windsor, Windsor, Ontario. Department of Biology. Assistant Professor (Ph.D.), appointment to take effect September, 1967. Applicants should have specialization in physiology with emphasis on invertebrate or reproductive physiology, and definite interest in teaching introductory course students. Salary open. Inquiries: Chairman, Department of Biology, University of Windsor, Windsor, Ontario.

Department of Drama and Speech. Lecturer or Assistant Professor in Drama and Speech to teach directing, design and direct plays. Ph.D. preferred. Salary scale, minima: Lecturer $7,000, Assistant Professor, $9,000; rank and salary dependent upon qualifications and experience. September 1, 1967. Apply to Dean of Arts and Science.

Department of Fine Art. Lecturer or Assistant Professor in Fine Art to teach undergraduate courses in History of Art, Drawing and Painting. M.A. or higher degree preferred. Rank and salary dependent upon qualifications and experience. September 1, 1967. Apply to Dean of Arts and Science.

Department of Home Economics. Lecturer or Assistant Professor in Home Economics to teach undergraduate courses in Clothing and Textiles and Home Management. M.A. or Ph.D. preferred. Rank and salary dependent upon qualifications and experience. September 1, 1967. Apply to the Dean of Arts and Science.

School of Physical Education. Three vacancies in following areas: (1) Biomechanics — basic and advanced courses; coaching and skill instruction. (2) Dance — basic and advanced; fundamental movement; coaching and skill instruction. (3) Measurement and Evaluation (Fitness Appraisal); coaching and skill instruction. Following range applicable for the 1967-68 year: Lecturer $7,000-$9,250; Assistant Professor $9,000-$12,000; Associate Professor $12,000-$15,750. Address application with *curriculum vitae* and names of three references to Professor P. J. Galasso, Director, School of Physical Education, University of Windsor, Windsor, Ontario.

Department of Philosophy. Professor or Associate Professor with qualifications and experience in one of the following areas: nineteenth and

twentieth-century philosophy; philosophy of science; analytical philosophy. Salaries, depending upon qualifications and experience, are: Professor, $15,000 minimum; Associate Professor, $12,000 to $15,500. Write S. B. Cunningham, Acting Head, Department of Philosophy, University of Windsor, Windsor, Ontario.

Department of Classics. Associate or Assistant Professor sought; minimum salaries $12,000 and $9,000. Courses mainly in Latin lit., Honours and General. Apply: Professor Charles Fantazzi, Dept. of Classics, University of Windsor.

United College, Winnipeg, Manitoba. Department of Psychology. Lecturer or Assistant Professor with starting salary in the range of $6,000 to $9,500. Duties will involve teaching of some Introductory Psychology and senior courses in Learning, Social Psychology, Experimental Design or Personality. M.A. or M.Sc. is the minimum requirement but work toward the Ph.D. or with a Ph.D. will be preferred. Write to Dr. C. J. Robson, Department of Psychology, United College, Winnipeg 2, Manitoba.

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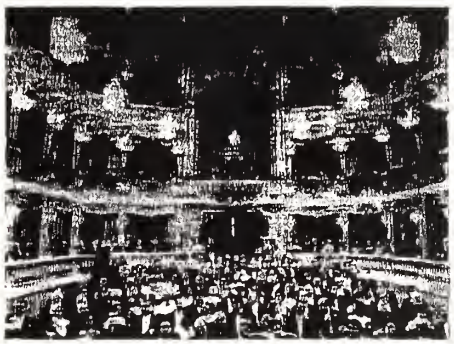

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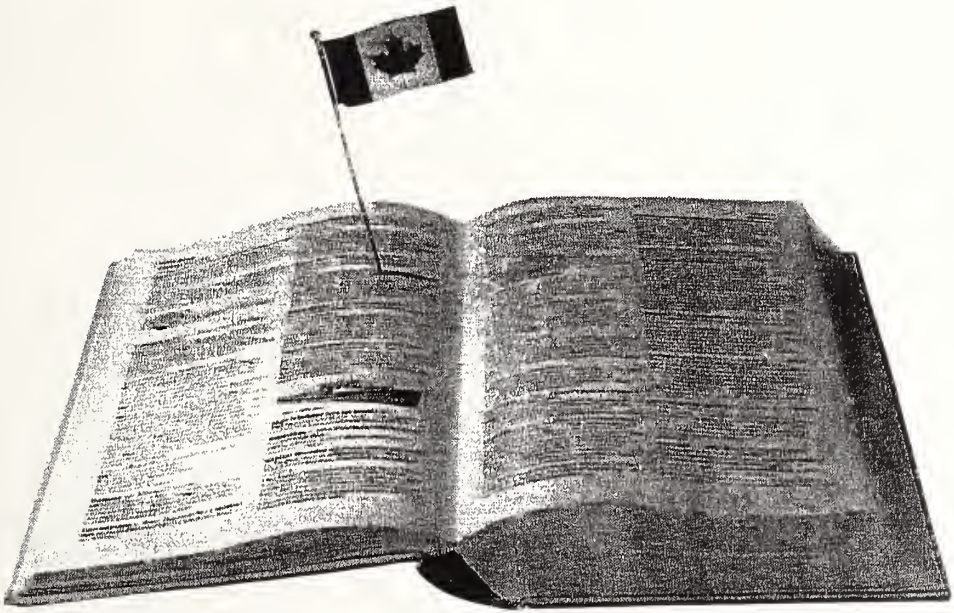

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